

## Aquaculture Optimization Specialist – Veris Investments Portfolio

### The company

Veris Investments is an independent investment company that makes equity and mezzanine investments in companies and projects with activities in the food value chain in Sub-Saharan Africa. By providing long-term capital and hands-on support to our portfolio companies, we aim to build successful businesses in close cooperation with management. Through investing in the development of a strong and competitive private food sector, our goal is to make a positive impact on food security in the region.

A growing part of our portfolio is focused on aquaculture — one of the most promising and fast-growing sectors in Sub-Saharan Africa's food value chain. Our aquaculture portfolio includes companies such as Yalelo and Kamimbi, among others.

For more information go to [www.verisinvestments.com](http://www.verisinvestments.com).

### The position

Are you fresh out of your Master's and ready to put your knowledge to work in the real world? As an Aquaculture Optimization Specialist, you will be directly employed by one of our aquaculture portfolio companies in Sub-Saharan Africa — and you will hit the ground running.

This is an entry-level position specifically designed for recent graduates who are eager to bridge the gap between academic knowledge and commercial aquaculture practice. You will work alongside experienced farm managers and technical teams, applying what you have learned and developing practical skills that only come from being on the ground. You will be locally based, fully embedded in the operation, and supported with knowledge, expertise and practical applications through the Veris Investment network.

If you have a strong academic foundation, a hands-on mentality, and the ambition to grow quickly — this is your opportunity to make a real, practical impact from the very start of your career.

*"There is nothing quite like seeing a farm you've worked on performing better — healthier fish, better feed conversion, a stronger business. That's the kind of impact we're here to make."*

- Marc Verkuijl, Aquaculture Production Director

### Projects & responsibilities

You take ownership on concrete improvement projects across the operation, learning by doing at every step. Examples of what you will work on include:

#### Production & Operations

- Analyze production data and support the identification and practical implementation of opportunities to improve survival rates, growth rates, and overall yield
- Working alongside farm management on day-to-day operational improvement initiatives

#### Hatchery

- Drive the optimization of hatchery protocols including broodstock management, spawning and incubation
- Drive research and application on dynamic water management to optimize water use and improve fry survival
- Contributing to hatchery projects as the business grows and scales

#### Genetics & Fish Health

- Review global tilapia breeding programs, compare breeding strategies and develop a practical roadmap for implementation and continuous improvement
- Develop and implement a preventative nutrition-based approach towards fish health which is commercially and practically feasible

## Reporting & Analysis

- Building and maintaining a production model with proper software/AI tools to enable better forecasting based on historical data patterns
- Evaluate tools and technologies and design a feasible precision farming roadmap for the operation
- Translating on-the-ground observations into structured findings and recommendations

## Qualifications

- You hold a Master's degree in Aquaculture, Fish Sciences, Biology, Animal Production, or a related field
- You have a strong theoretical foundation in aquaculture and a genuine drive to apply it in practice
- You are analytical and curious: you like digging into data and finding out why things work the way they do
- You communicate clearly and are comfortable working both in the field and in the boardroom
- You are hands-on, adaptable, and thrive in dynamic, resource-constrained environments
- You are ready and willing to relocate to Sub-Saharan Africa and fully commit to life on the ground
- You have a genuine passion for aquaculture and for contributing to food security in Africa

## We offer

We offer a competitive compensation and benefits package reflecting the scope and location of the role. Beyond the package, what sets this opportunity apart is access to a network that opens doors and the opportunities for growth with Veris Investments.

This is a job with real substance: embedded within one of Africa's most ambitious commercial aquaculture operations, supported by the knowledge and network of Veris Investments. You will not be filing reports in an office — you will be on the farm, learning fast, and contributing to challenges that matter.

## Contact details

If interested or if you would like more information, please send an email to [vacatures@verisinvestments.com](mailto:vacatures@verisinvestments.com).