



# Benjamin Orishaba

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## Profile Summary

Assistant Farm Manager with 8 years of experience in aquaculture, specializing in tilapia and African catfish breeding, hatchery, nursery, and grow-out production. Skilled in leadership, planning, and working in multicultural environments. Based in Jinja, Uganda. I hold a BSc in Fisheries and Aquaculture from Makerere University and am pursuing an MSc in Sustainable Aquaculture as a Commonwealth scholar at St Andrews University, Scotland. Proficient in managing multiple projects efficiently in fast-paced, deadline-oriented settings.

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## Work Experience

### MIG Fish Farm, Uganda

#### **Assistant Farm Manager - Tilapia (*Oreochromis niloticus*)**

*January 2023 - Present*

- Oversee all stages of farm production from breeding to harvest.
- Supervise lake operations, including anchoring, sampling, harvesting, and transferring fish.
- Train and supervise team members to handle fish with minimal stress.
- Produce 750,000 fingerlings per month at 2g and 1,000 tons of tilapia annually.
- Manage fish feeding and feed procurement.
- Plan farm production and assist management in decision-making.

- Develop protocols and SOPs.
- Update and analyze data using Aqua Manager software.
- Handle procurements and manage 120 farm workers, including HR tasks like talent sourcing and appraisals.

### **Hatchery Manager - Tilapia (*Oreochromis niloticus*)**

*November 2022 - January 2023*

- Replanned and redesigned hatchery operations.
- Established a breeding program.
- Improved hatchery procedures to increase fingerling survival.
- Increased swim-up production from 100,000 to 750,000 pieces monthly.

### **Aqua Grow International, Côte d'Ivoire**

#### **Hatchery Expert/Supervisor – PSTACI Tilapia (*Oreochromis niloticus*) Project**

*January 2022 - August 2022*

- Supervised three hatchery sites that is CNRA (with 11,000 female breeders), Lake Loka hatchery and Lake Koubi hatchery with a combined production of over 1.7 million fingerlings.
- Managed a team of four hatchery experts from Iran and Uganda.
- Developed and enforced environmental and biosecurity protocols.
- Ensured a safe and healthy work environment.
- Monitored fish health and implemented solutions for disease prevention and treatment.
- Provided timely and accurate reports to the Hatchery Manager.

### **Yalelo Uganda Limited, Buikwe District, Uganda**

#### **Head Supervisor - Tilapia Hatchery (*Oreochromis niloticus*)**

*January 2020 - January 2022*

- Prepared weekly hatchery plans and supervised 30 employees.
- Participated in start-up and site planning for the hatchery.
- Improved feed conversion ratio from 3.0 to 1.0 and fish survival rates from 30% to 80%
- Designed and Implemented biosecurity protocols and SOPs.
- Monitored production data using Aqua Manager software.
- Contributed to the process of acquiring the Aquaculture Stewardship Council (ASC) certification.
- Achieved the 8 million swim-ups collection and 3.5 million fingerlings dispatch to the lake per month

### **Victoria Treasures Company, Entebbe, Uganda**

#### **Hatchery Technician - Tilapia (*Oreochromis niloticus*)**

*May 2019 - December 2019*

- Monitored water quality to reduce mortality.
- Participated in pond preparation and maintenance.
- Collected and incubated fertilized eggs.
- Produced one million fry monthly and prepared production reports.

## **Khazai Marine Fish Farm, Mattuga Sanga, Uganda**

### **Hatchery Assistant Manager - Tilapia (*Oreochromis niloticus*)**

*May 2018 - April 2019*

- Managed hatchery staff and activities.
- Reported weekly to the General Manager.
- Collected and incubated fertilized eggs.
- Monitored water quality and supervised Hapa setups.

## **Ssenya Fish Farm, Masaka District, Uganda**

### **Intern**

*October 2017 - February 2018*

- Selected and stocked broodstock ponds.
  - Graded and fed tilapia fry.
  - Prepared and maintained ponds.
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## **Education**

### **Master of Science in Sustainable Aquaculture (MSc)**

St Andrews University, Scotland (2023 - 2025)

*Commonwealth Scholarship*

### **Bachelor of Science in Fisheries and Aquaculture (BSc)**

Makerere University (2014 - 2017)

### **Uganda Advanced Certificate of Education (UACE)**

Kitagata Secondary School (2012 - 2013)

### **Uganda Certificate of Education (UCE)**

Bugongi Secondary School (2008 - 2011)

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## **Professional Skills & Leadership Experience**

### **Technical Skills**

- Microsoft Office: Word, Excel, PowerPoint

- Aqua Manager software
- Power BI software

## Leadership Roles

- Vice President, Makerere University Kitagata Old Students Association (2014-2015)
- General Secretary, Kinkizi Makerere University Students Association (2016-2017)
- General Secretary, Makerere University College of Natural Sciences Students Association (2016-2017)
- General Secretary, Makerere University Kitagata Old Students Association (2016-2017)

## Co-Curricular Activities

- Swimming
- Boat riding
- Plumbing skills
- Athletics
- Licensed driver

## Languages

- English: Proficiency level 10/10
  - Runyankore: Proficiency level 10/10
  - Luganda: Proficiency level 10/10
  - Kiswahili: Proficiency level 3/10
  - French: Proficiency level 1/10
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## Awards & Honors

- Certificate in Open Water Swimming (2021)
  - Certificate in Business Without Bribery, Transparency International UK (2021)
  - Hatchery International Top 10 Under 40 Award (2022)
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## References

1. **Esobel D. Jaen Fernando**  
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