

Consultancy to Develop Poultry Feed Formulas based on Black Soldier Fly Larvae (BSFL)



Ref: HA-AB-EN/CMN/CFTD/QT2-PO1-022-0018

Advertised on behalf of:	Hatches limited
Date:	20 th March 2022
Location :	Home-based
Application Deadline :	26 th June 2022 (Midnight EAT)
Additional Category :	Consultant
Type of Contract :	Consultant Contract
Post Level :	National Level
Languages Required :	English
Starting Date :	01-July-2022
(date when the selected candidate is expected to start)	
Duration of the Contract :	90 days
Expected Duration of Assignment:	70 days

1.0 Hatches Core Values:

Hatches Ltd is committed to achieving workforce diversity in terms of gender, nationality and culture. All applications will be treated with the strictest confidence.

Hatches Ltd with ethics have zero tolerance to unethical behavior that include but not limited to sexual exploitation and abuse, any kind of harassment, including sexual harassment, and discrimination. Hatches may conduct rigorous background checks on selected candidates to validate the quality of those selected.

2.0 Background

Hatches Ltd is a Poultry breeding, inputs supply company established and registered in 2003 as a private limited company. With a goal of *“Addressing our client needs and nature people’s dreams of living a better and decent life”* and a mission of *“Providing the best quality agro-inputs, products and services that address our clients’ needs and nurture people’s dreams of living a better and decent life”*; Hatches Ltd’s vision is *“To be the most reliable, valued and client centric green growth company in Uganda”*.

Hatches Ltd in partnership with Agricultural Business Initiative (aBi) and other partners is implementing a project titled “Increasing Market Access and Productivity of the Poultry Value Chain through effective and environmentally efficient Inputs in Central and Eastern Uganda”.

Among the prospective partners in implementing this project include

- i. Poultry and BSF farmers in the Districts of Mukono, Buikwe and Jinja among others
- ii. Ento Feeds and other BSF experts as leads agents among others in the development of BSF
- iii. District Agriculture, Veterinary and entomology officers
- iv. Local governments in the three districts among others
- v. Grain and other feed inputs across the country for the supply of feed inputs
- vi. Market offtakers like Chicken world, Namawojjolo high way market in Mukono, feed/food processors among others

N.B The project will in due course include other Poultry and BSF lead agents with in the project area and other prospective areas across the country

3.0 Intervention Objectives

- i. Provision of high-quality Day-old chicks and feeds to both model farmers and open market poultry farmers
- ii. Pilot and commercialize use of Black Soldier flies as an alternative, effective, Bio secure animal protein input in the manufacture of Poultry and animal feeds
- iii. Establish sustainable market linkage options for farmers with off takers; and to
- iv. Enhance farmer knowledge on modern poultry farming through training and demonstration.

In order to ensure sustainability of the program a deliberate, structured way of knowledge transfer to farmers and other stakeholders, under the technical leadership of Hatches Ltd and key partners, Hatches is therefore looking for competent person/firm to develop Poultry Feeds Formulas based on Black Soldier Fly Larvae as source of Protein.

4.0 Need for the Home-Based Consultant

The services of a home-based consultant are sought to develop Poultry Feeds Formulas based on Black Soldier Fly Larvae protein for both broiler and layer chickens and Medicated Feeds Formula based on BSF larvae. The following are expected from this intervention:

- I. Broiler Chicken Feed Formulas Based on BSF larvae.**
 - a. Feed formula for starter chicks
 - b. Feed formula for growers
 - c. Feed formula for finishers
- II. Layer Chicken Feed Formulas Based on BSF larvae.**
 - a. Feed formula for starter chicks
 - b. Feed formula for growers
 - c. Feed formulas for layers:
 - i. For pre-laying birds
 - ii. During laying birds
- III. Medicated Poultry Feeds Formulas based on BSF Larvae**
 - a. Medicated feeds formula for layers
 - b. Medicated feed formula for broiler
- IV. Feed Concentrate Formula from BSF Larvae**

Note:

- i. The formulas must be approved by a certified institution (laboratory, ministry of agriculture), and tested before usage.
- ii. The needed consultant must be conversant with both the science of poultry farming, poultry feeds formulation and BSF science.
- iii. The consultant must provide measurements for feed inputs to make the feeds (quantity of carbohydrate, protein, ...)
- iv. The consultant is expected to use BSF larvae from different production sources including the one produced at Ento Feed BSF farm in Buikwe District and test the contents.

5.0 Target Groups/Beneficiaries

In developing the above listed formulas, the consultant shall be cognizant that the target beneficiaries include the following final consumers:

- i. Hatches ltd for poultry (broiler and layers) feeds production
- ii. Small and medium scale commercial farmers: in case they use feed concentrate from BSF, they should clearly know how to mix different quantities of feed inputs

6.0 Intervention Outputs

- i. Broiler chicken feed formulas based on BSF larvae as source of protein for starters, growers and finishers
- ii. Layer chicken feed formulas based on BSF larvae as source of protein for starters, growers and layers (pre-laying and during laying chicken)
- iii. Medicated layer feeds formula
- iv. Medicated broiler feeds formula
- v. Feed concentrate formula from BSF larvae
- vi. Clear mixtures of poultry feed inputs quantities using BSF larvae as source of protein
- vii. Research results of different BSF protein, calcium, fat and other needed major component concentrates in poultry feeds

7.0 Indicators

- i. 3 Broiler chicken feed formulas based on BSF larvae as source of protein.
- ii. 4 Layer chicken feed formulas based on BSF larvae as source of protein.
- iii. 1 Medicated layer feeds formula
- iv. 1 Medicated broiler feeds formula
- v. 1 Feed concentrate formula from BSF larvae
- vi. 1 Booklet with clear mixtures of poultry feed inputs quantities using BSF larvae as source of protein.
- vii. 1 Research results of different BSF protein, calcium, fat and other major needed component concentrates in poultry feeds.

8.0 Methodology

The consultant is expected to

- i. Map existing publications, research and training tools linking Broiler and layer chicken feed formulation using BSF Larvae as source of protein.
- ii. Get BSFL samples from different BSF farms in Uganda including Ento Feeds BSF farm, Dr Naluhima's BSF farm in Entebbe Road, ... the samples will be tested in laboratory for different BSF major contents needed in poultry feeds.
- iii. Certify the finding poultry feed formulas through appropriate certified institution and ministry of agriculture on behalf of Hatches Ltd.

- iv. Advise, if possible, to patent the formulas as properties of Hatches Ltd.
- v. Engage Hatches Ltd Project Management Team (as deemed relevant) through regular communication by distance (via email, videoconference, phone, etc.) for needed guidance.

9.0 Note:

- i. No working space shall be provided to the consultant as this is a home-based consultancy
- ii. Travel to the farms and certification institutions mentioned in 8. (ii) is required.
- iii. Laboratory testing of BSF contents needed in poultry feeds is required
- iv. The consultant understands that the formulas developed must be tested on birds (chickens) and comparison in feeds performance must be established.
- v. For the successful delivery of this consultancy, it is expected that all sources are correctly cited according to the international academic standards for no copyrights to be breached where applicable.
- vi. By accepting to perform this task, the consultant will have acknowledged that the formulas and any other derived material will be property of Hatches Ltd and produced in Hatches Ltd names as an employer/client.

10. Responsibilities

Under the direct supervision of the Project Manager, the consultant will be responsible for the delivery of the following products:

Output	Activity and deliverable	Timeframe
Lab Research for BSFL Content	Research results of different BSF protein, calcium, fat and other needed major component concentrates in poultry feeds Deliverable 1. Final Research Report	10 days
Poultry Feed Formulas	Broiler and layer chicken feed formulas based on BSF larvae as source of protein for starters, growers and finishers	42 days

	Deliverable 2. Certified tested formulas	
Medicated Feeds	Medicated Broiler and layer feeds formula Deliverable 3. Tested and Certified Medicated Broiler and layer feeds formulas	7 days
Concentrate	Feed concentrate formula from BSF larvae Deliverable 4. Tested and approved feed concentrate formula	7 days
Feed inputs Quantity Mixtures	Clear mixtures of poultry feed inputs quantities using BSF larvae as source of protein Deliverable: Booklet of clear mixtures of poultry feed inputs quantities using BSF larvae as source of protein	3 days

Competencies

Core Values and Guiding Principles:

Integrity:

- Demonstrate the values of Hatches Ltd, act without consideration of personal gain, avoid unprofessional or unethical behavior.

Professionalism:

- Show pride in work and achievements, demonstrate professional competence and mastery of subject matter, conscientious and efficient in meeting commitments and achieving results, motivated by professional rather than personal concerns, show persistence when faced with challenges, and remain calm in stressful situations.

Respect for Diversity:

- Work effectively with people from all backgrounds, treat all people with dignity and respect, treat men and women equally, show respect for and understand diverse opinions by examining own biases and behaviors to avoid stereotypical responses, and do not discriminate against any individual or group.

11. Required Skills and Experience

i. Education

Minimum of Bachelor's Degree or equivalent in Agriculture Science and/or Feed formulation nutrition or other related fields

Having specialized in one of those fields listed above is a considerable advantage.

ii. Experience

- a. At least 7 years working experience in the field of poultry feeds and
- b. Experience in BSF research is a considerable advantage
- c. Previous experience in developing feed formulas
- d. knowledge of BSF product
- e. Knowledge of poultry farming diseases

iii. Language Requirements

The work will be done in English and therefore Fluency in English

12. Duration of Assignment and Duty Station

See table 1 on page 1. The consultancy will be home-based.

13. Evaluation

Applications will be evaluated based on the cumulative analysis.

- i. Technical Qualification (100 points) weight; [70%]
- ii. Financial Proposal (100 points) weight; [30%]

Note:

- i. A two-stage procedure is utilized in evaluating the applications, with evaluation of the technical application being completed prior to any price proposal being compared.

- ii. Only the price proposal of the candidates who passed the minimum technical score of 50% of the obtainable score of 100 points in the technical qualification evaluation will be evaluated.
- iii. **Technical qualification evaluation criteria:**

The total number of points allocated for the technical qualification component is 100. The technical qualification of the individuals is evaluated based on following technical qualification evaluation criteria:

Technical Evaluation Criteria	Obtainable Score
A) Education Minimum of Bachelor’s Degree or equivalent in Agriculture Science, Feed formulation nutrition, or other related fields	30%
B) Substantive experience and skills <ul style="list-style-type: none"> i. 7 years working experience in the field of poultry feeds and/or BSF ii. Experience in BSF research is a considerable advantage iii. Previous experience in developing feed formulas iv. knowledge of BSF product v. Knowledge of poultry farming diseases 	50%
C) Reporting writing, editing and language skills <ul style="list-style-type: none"> i. Fluency in English is required 	20%
Total Obtainable Score	100%

Financial/Price Proposal evaluation:

- i. Only the financial proposal of candidates who have attained a minimum of 70% score in the technical evaluation will be considered and evaluated.
- ii. The total number of points allocated for the financial component is 100.
- iii. The maximum number of points will be allotted to the lowest price proposal that is opened/ evaluated and compared among those technical qualified candidates who have attained a minimum of 50% score in the technical evaluation. All other price proposals will receive points in inverse proportion to the lowest price.

Submission of application

Interested candidates are encouraged to submit electronic application to recruitments@hatchesltd.com with -cc to fistonchiri2@gmail.com; kemigisachristine91@gmail.com; enyisamuel@gmail.com with the email subject "Consultancy to Develop Poultry Feed Formulas based on Black Soldier Fly Larvae (BSFL), Ref: HA-AB-EN/CMN/CFTD/QT2-PO1-022-0018" no later than 26th June 2022, midnight EAT.

Submission package includes:

- Curriculum vitae
- Financial proposal: the financial proposal shall specify deliverable fees breaking down into the professional fee per day and per deliverable.

Note: Hatches Ltd is not bound to accept the lowest price proposal or any proposal he may receive.

For any inquiry about the call, please contact us on:

Website: www.hatchesltd.com;

Email: hello@hatchesltd.com

Phone: (+256) 200 914 791, 393 255 474



Fiston Fikiri Chirimwami
Project Manager Hatches Ltd