

## **Deputy Director General – Research**

**International Recruited Staff**

**Reports to:** Director General

**Location:** Cairo, Egypt

**Closing date:** 20 July, or until  
position is filled

### **About ICARDA**

The International Center for Agricultural Research in the Dry Areas (ICARDA) is an international autonomous, non-profit, research organization supported by the Consultative Group on International Agricultural Research (CGIAR).

ICARDA mission is to reduce poverty, enhance food, water and nutritional security, as well as environmental health in the face of global challenges including climate change. We provide innovative science-based solutions to improve the livelihoods and resilience of resource-poor in the non-tropical dry areas. We do this through innovative science, strategic partnerships, linking research to development and capacity development that take into account gender equality and the role of youth in transforming the dry areas.

ICARDA works in partnership with governments, universities, civil society, national agricultural research organization, other CGIAR research Centers, and the private sector. With its temporary Headquarters in Beirut, Lebanon, ICARDA operates in regional and country offices across Africa, Asia and the Middle East. **For more information:** [www.icarda.org](http://www.icarda.org)

### **Purpose of the position**

ICARDA is in the process of implementing an exciting program of organizational change, including a new institutional strategy that will more effectively address today's development challenges in the non-tropical dry areas, and a new business model to enhance the organization's ability to deliver its mission. In this context, ICARDA is now looking for a dynamic and inspiring research leader who will play a critical contribution in the new course of organizational growth. She or he will have exceptional capacity to motivate, manage and lead teams of different disciplines and multiple cultures in order to deliver high-quality research outputs and development outcomes. Guided by ICARDA's 2017 – 2026 strategy, the Deputy Director-General for Research (DDG-R) will provide scientific and managerial leadership in setting priorities, planning, implementing, and monitoring a cohesive research agenda aligned with the organization's strategic direction and results framework.

## **Main responsibilities**

***Working closely with the Director General and the members of the Senior Management Team, the Deputy Director-General for Research will have the following key responsibilities:***

1. Provide scientific and management leadership in planning, implementing, and monitoring a cohesive research for development agenda aligned with the organization's strategic direction and results framework.
2. Identify opportunities for new research initiatives and play a key role in resource mobilization efforts from traditional and non-traditional sources, including the development of strong partnerships with the private sector.
3. Establish research priorities and ensure coordination and maximum synergies across ICARDA's research programs, themes and disciplines and maximize their contribution to the CGIAR Research Programs (CRPs) and ICARDA's result framework.
4. Ensure excellence in Science, develop relevant performance indicators and report on related progress and achievements.
5. Develop and manage ICARDA's overall research-for-development budget.
6. Effectively engage with the CGIAR Research Programs (CRPS) and strengthen partnerships with other CGIAR Centers to build complementarity and synergistic approaches to the research-for-development agenda.
7. Advocate and advance ICARDA's research agenda and overall positioning with key stakeholders, donor partners, and in international meetings and fora.
8. Working closely with Assistant Director-General for International Cooperation and Communication (ADG-ICC) to develop strategies for the scaling up and scaling out of research findings in order to achieve development outcomes; this includes developing effective partnerships with national, regional and international development organizations.
9. Working closely with Assistant Director-General for International Cooperation and Communication (ADG-ICC) to assess funding needs for the priority research areas, and developing resource mobilization plans for meeting such needs.
10. Develop processes and tools to stimulate innovative scientific thinking amongst scientists and to ensure excellence in science, and build the capacity to develop and submit high-quality research proposals.
11. Lead the further development of an effective monitoring and evaluation system to ensure that ICARDA is meeting its research for development targets and, ultimately, impact.
12. Lead, motivate and effectively manage a multidisciplinary team of Program Directors, scientists, and other research and non-research staff.
13. Nurture a culture of teamwork, empowerment, collaboration, and performance for results.
14. As a member of the Senior Management Team, the DDG-R will assist the Director General with the effective management of the Center.

## **Education, qualifications and experience**

- PhD in a discipline of agricultural, natural or social sciences relevant for ICARDA's research portfolio.
- At least 15 years' experience in research and research management, with a track record of effectively leading multidisciplinary research programs, including in developing countries.
- An established reputation and strong credibility as a leading scientist in a discipline of relevance for ICARDA, demonstrated by a track record of achievements, high-level publications or patents;
- In-depth knowledge and understanding of the critical role of agricultural research in addressing the global development challenges of poverty, food and nutrition security, climate change and environmental degradation, with particular focus on non-tropical dry areas.
- Proven capacity to lead and manage across the entire Research-for-Development continuum, with in-depth knowledge of designing research programs with clear impact pathway.
- Experience in working in partnership with research institutions in developing countries.
- Demonstrated ability to effectively build, lead and manage diverse teams of talented scientists from different disciplines and cultures.
- Outstanding communication and interpersonal skills, including gender and cultural sensitivity, to build effective working relationships within and outside the organization.
- Excellent written and verbal communication in English.

## **Desirable**

- Knowledge of Arabic or French
- Knowledge of the CGIAR.

## **Personal qualities**

- Personal integrity and credibility
- Entrepreneurial flair and strategic thinking
- High levels of energy and strategic thinking
- Ability to inspire and enthuse others
- Ability to nurture and facilitate innovation and teamwork in a multidisciplinary and multicultural environment
- Values the sharing of information and continuous improvement in a cooperative atmosphere of constructive evaluation and learning, and commitment to staff development.
- Belief and commitment to the mission, vision and work of ICARDA
- Willingness and ability to travel extensively.

### **Terms of appointment, salary and benefits**

This is an internationally recruited senior position for which ICARDA offers an attractive compensation package, including a competitive salary, housing allowance, non-contributory retirement plan, medical insurance and leave provisions. All benefits are denominated and paid in US Dollars. The successful candidate will be offered an initial renewable contract of 3 years. Confirmation of the contract is subject to a probationary period of one year.

### **How to apply**

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**Please apply online** by forwarding your *curriculum vitae* to  
[icardadeputydirector@krsearch.net](mailto:icardadeputydirector@krsearch.net) by **20 July 2017**.

***We are an equal opportunity employer and encourage applications from qualified women.***

***Applications will be acknowledged, but only shortlisted candidates will be contacted.***