



**World Agroforestry Centre**  
TRANSFORMING LIVES AND LANDSCAPES

## **Position Specification Deputy Director General, Research**



**TO APPLY OR OBTAIN FURTHER INFORMATION PLEASE CONTACT:**

Mr. Tom Foster  
Senior Vice President  
**RenaudFoster**  
[tfoster@renaudfoster.com](mailto:tfoster@renaudfoster.com)  
1.613.231.6666 ext. 25  
1.800.513.8117 ext. 25

Ms. Nicole Poirier  
Principal  
**RenaudFoster**  
[npoirier@renaudfoster.com](mailto:npoirier@renaudfoster.com)  
ext. 29  
ext.29

## ORGANIZATIONAL PROFILE

The World Agroforestry Centre is a member of the Consortium of the Consultative Group on International Agricultural Research (CGIAR) centres dedicated to generating and applying the best available knowledge to stimulate agricultural growth, raise farmers' incomes and protect the environment.

The Centre's vision is a rural transformation in the developing world as smallholder households strategically increase their use of trees in agricultural landscapes to improve their food security, nutrition, income, health, shelter, energy resources and environmental sustainability.

The Centre's mission is to generate science-based knowledge about the diverse roles that trees play in agricultural landscapes, and use its research to advance policies and practices that benefit the poor and the environment. The World Agroforestry Centre (ICRAF) is guided by the broad development challenges pursued by the CGIAR. These include poverty alleviation that entails enhanced food security and health, improved productivity with lower environmental and social costs, and resilience in the face of climate change and other external shocks.

Headquartered in Nairobi, Kenya, the Centre operates six regional offices located in Cameroon, India, Indonesia, Kenya, Malawi, and Peru, and conducts research in 25 other countries around the developing world.

The management of ICRAF now seeks to appoint a new Deputy Director General, Research (DDG, Research) to respond to organizational needs and a restructuring of the senior management team.

## POSITION DESCRIPTION

**POSITION TITLE:** Deputy Director General, Research

**REPORTS TO:** Director General

**LOCATION:** Nairobi, Kenya

**SCOPE:** The DDG Research provides intellectual and strategic scientific leadership to the Centre. The DDG Research combines research excellence with guiding enabling management processes and systems to best produce actionable knowledge and better evidence for decision-making and policies.

Together with the Director General and other members of the Senior Leadership Team (SLT), the DDG Research provides oversight to middle managers and other staff to progress the institutional goals of strengthening science, building partnerships, increasing operational efficiency and accelerating impact.

In conjunction with other SLT members and centre managers, the DDG Research contributes to resource mobilisation at the programmatic, centre and CGIAR levels.

## **KEY RESPONSIBILITIES:**

- **Scientific Leadership:**  
Provide scientific leadership for planning, implementing and monitoring an integrated research agenda consistent with the Centre's Strategy and the CGIAR Strategic Results Framework (SRF).
- **Institutional Relevance and Legitimacy:**  
Ensure maximum salience of our research and research on development activities and programmes to development challenges, and coordinate the Centre's research for better coherence with and contribution to the CGIAR Research Programmes.
- **External Representation and Articulation of Centre Research:**  
Engage with key stakeholders and international fora to represent and articulate the rationale, role, innovation and impact of agroforestry research.
- **Staff Supervision:**  
Supervises Global Research Programme Leaders, ASB (Forest Margins) Programme, Research Methods Group and Geoinformatics Unit including strengthening the definitions of their roles, responsibilities, and authorities and closely ties annual performance reviews at the individual level to those improved definitions.
- **Resource Mobilisation and Budgetary Allocations:**  
Contributes substantially to executing the Centre's Resource Mobilisation Strategy including donor relations, monitoring funding needs and gaps and proposal development.

## **CANDIDATE PROFILE**

### **KNOWLEDGE AND EXPERIENCE:**

10-15 years of experience, with at least 5 years in developing countries, taking on increasingly more responsibility in administration and/or human resource management at a senior level

### **EDUCATION:**

- PhD in agriculture, agroforestry, forestry, natural resource management, social sciences or a related discipline
- Strong professional affiliations

### **TRAVEL:**

- The position is based at ICRAF's Headquarters in Nairobi, Kenya. Extensive travel to other countries and regions will be required.

## **CANDIDATE PROFILE (Cont'd)**

### **KNOWLEDGE AND EXPERIENCE:**

#### **TERM:**

- This position has initial appointment of 3 years (subject to satisfactory nine-month probation period) with the possibility of renewal, contingent upon individual performance
- Start date: 1st October 2011 or soon thereafter

#### **LANGUAGE:**

- Strong English language skills including presentation skills; ideally, some working knowledge of Spanish, French, Kiswahili, Bahasa or Chinese

#### **KEY COMPETENCIES:**

- An appreciation and understanding of the role of science in development from actionable knowledge and evidence-based decision making perspectives
- Detailed awareness and knowledge of some areas of the global agroforestry research agenda and how it relates to addressing challenges of food security, alleviating poverty, climate change, human health and/or sustainable environment
- An established record of research achievement, including a substantive history of scientific publication
- Excellent oral and written communication capabilities and interpersonal skills
- Demonstrated ability to foster and manage interdisciplinary, gender-inclusive, and multi-cultural research teams
- Preferably knowledge of the CGIAR System and its partners

## LOCATION:Nairobi, Kenya

The **Republic of Kenya** is a country in East Africa. Lying along the Indian Ocean, at the equator, Kenya is bordered by Ethiopia (north), Somalia (northeast), Tanzania (south), Uganda plus Lake Victoria (west), and Sudan (northwest). Kenya has numerous wildlife reserves, containing thousands of animal species. Kenya's population of nearly 39 million (2008) is diverse - with more than 40 different cultures represented. The country is named after Mount Kenya, a significant landmark and the second among the highest mountain peaks of Africa.



Kenya has a tropical climate. It is hot and humid at the coast, temperate inland and very dry in the north and northeast parts of the country. There is a lot of rain between March and May (the *long rains*) and moderate rain in October and November (the *short rains*). The temperature remains high throughout these months.



Nairobi is the capital city of Kenya and the most populous in East Africa, with a current estimated population of about 3 million. Nairobi has many parks and open spaces throughout the city. The city has dense tree-cover and plenty of green spaces. The most famous park in Nairobi is Uhuru Park. The park borders the central business district and the neighbourhood Upper Hill. Uhuru (Freedom) Park is a centre for outdoor speeches, services and rallies.

Nairobi is home to the Nairobi Stock Exchange (NSE), one of Africa's largest. It is also the regional headquarters of several international companies and organizations such as Alliance for Green Revolution in Africa (AGRA), General Electric, Youn & Rubicam, Google, Coca Cola, Zain and Cisco Systems.

<http://en.wikipedia.org/wiki/Kenya>  
<http://en.wikipedia.org/wiki/Nairobi>

## Steps in the Search Process

### 1. Application:

Communicate your wish to be considered by forwarding your CV and cover letter to Renaud Foster, as indicated above.

### 2. Assessment and Interviews with Renaud Foster:

Each CV is reviewed and assessed against the job description criteria. Candidates with the strongest match to ICRAF's needs will be screened by telephone. If further details are required, candidates may be invited for a face-to-face interview.

### 3. Presentation to the Client:

Based on the interviews, each candidate's confirmed interest, and their experience and skill sets match to the job description, candidates are presented to ICRAF. Then ICRAF will select from this list of candidates those they wish to invite to a formal interview. Typically 3 to 4 candidates are invited to an interview. Whether selected or not, all candidates will be notified of their status at this point.

### 4. Formal Interview with the World Agroforestry Centre:

Once the selection of candidates has been made, the consultant will contact the candidates with a specific date and time for the interviews. ***The interview process will take place in Nairobi between 15-17 August 2011; availability for these dates is essential.***

### 5. Selection and Offer:

Once a candidate is selected and ICRAF is prepared to make an offer, Renaud Foster will assist by discussing the parameters of an offer with the chosen candidate. Once the terms and conditions of the offer are accepted in principle by both parties, ICRAF will prepare and present a formal written offer to the chosen candidate.