



AfricaRice



Appointment of

AfricaRice Director General and CGIAR Regional Director for West and Central Africa

August 2022



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Introduction

Thank you for your interest in the role of AfricaRice Director General and CGIAR Regional Director for West and Central Africa.

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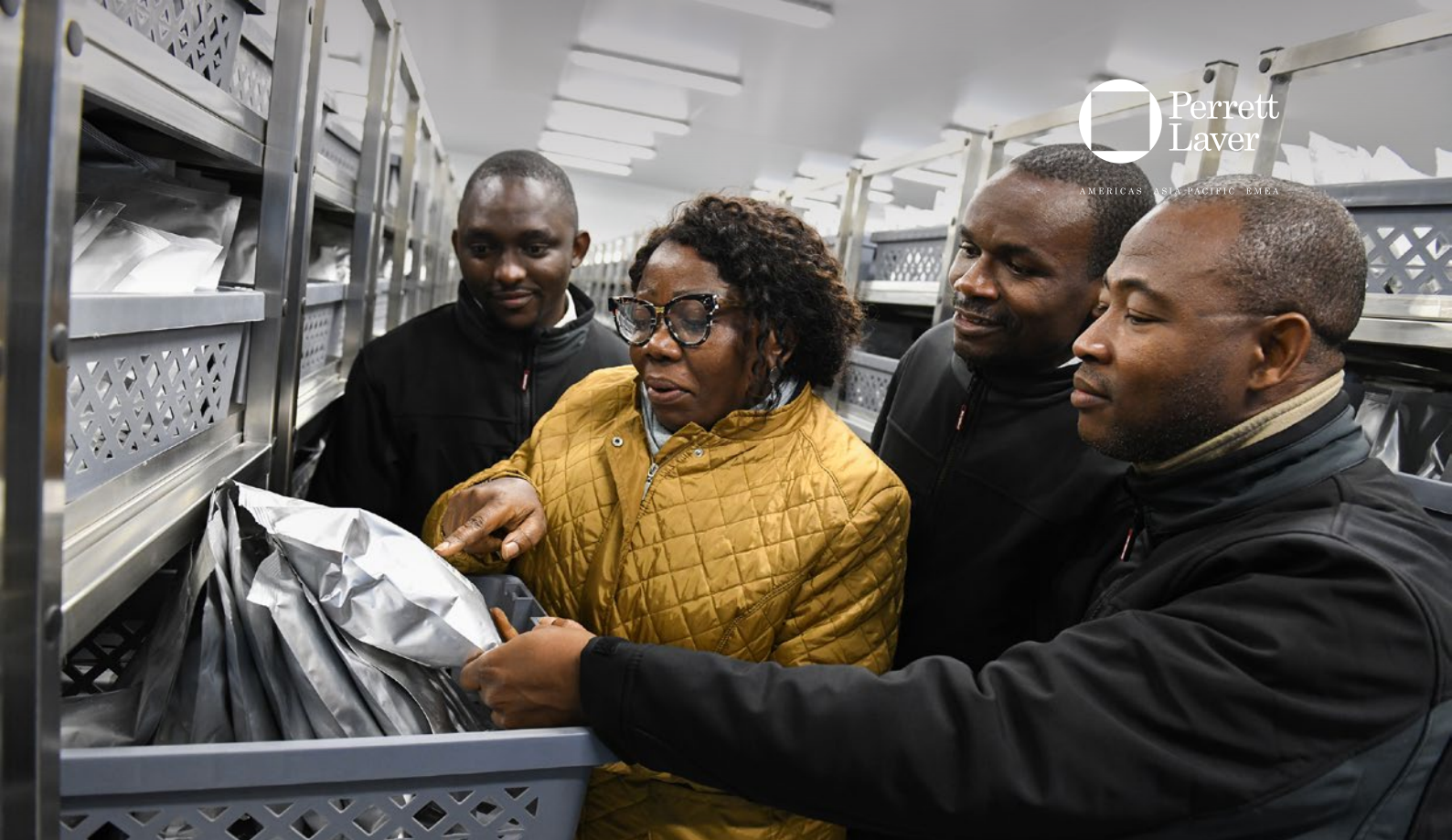
This highly strategic and impactful position will play a dual-mandated role which includes overall leadership of AfricaRice in addition to serving as a member of CGIAR's Senior Leadership Team.

We are seeking an inspirational and visionary leader who displays and sets the tone for professional values such as excellence, collaboration, inclusivity, and innovation to take AfricaRice to the next level and further increase its global impact. As AfricaRice Director General, you will bring to the role high-level political and sectoral visibility to develop our strategy, inspire the AfricaRice team and convene the best partners to produce science for impact in rice-related agri-food systems for the African continent.

Concurrently, as CGIAR's Regional Director for West and Central Africa, you will drive, convene, and amplify CGIAR's collaboration with national science organizations, extension services, and non-governmental organizations as well as develop strong private sector relationships. You will steward and lead efforts in the region to ensure that CGIAR – through its interconnected Research Centers – operates in a manner that achieves substantially more than the sum of its parts.

This is a top leadership role in an exciting, dynamic, and international environment that requires strategic vision, scientific excellence, great communication skills, humility, innovative and cutting-edge thinking, collaboration, dialogue, networking, change management, emotional intelligence as well as political acumen.

We are excited to receive your application and thank you for your interest in this important position.



About AfricaRice

Rice for Africa

Rice has been cultivated and feeding Africa for more than 3,000 years. It is the primary dietary energy source in West Africa and Madagascar, and the second most important source of calories in Africa.

Grown in 40 out of 54 African countries, it is a source of livelihood for more than 35 million farm families and is an important pathway to reduce poverty for many smallholders, especially for young adults and those from diverse backgrounds. The potential for rice to contribute to political and financial improvement on the continent is huge, especially in climate- and water- insecure times.

AfricaRice is the region's primary rice research organization with a strong record in science for development and capacity building. AfricaRice focuses on reducing poverty, achieving food security, and improving livelihoods of farm families and other rice value-chain actors in Africa by increasing the productivity and profitability of rice-based agri-food systems, while ensuring the sustainability of natural resources.

Importantly, this includes achieving significant water productivity improvements through a systems approach to rice production. Employing approximately 230 staff, AfricaRice is headquartered in Côte d'Ivoire, with key research stations in Madagascar, Nigeria, and Senegal, and project sites in Liberia and Uganda.

Founded over 50 years ago by 11 West African countries, membership has grown. Today AfricaRice's member countries comprise 28 African nations.

AfricaRice's Vision is to sustainably improve food and nutrition security for a healthy and prosperous Africa.

AfricaRice's Mission is to deliver rice-based innovations and transform rice-based agri-food systems that contribute to the transformation of food, land and water systems in the face of climate change, through leveraging science, partnerships and investments for a healthy and prosperous Africa.

2030 Rice Research and Innovation Strategy for Africa

The 2030 Rice Research and Innovation Strategy for Africa takes into account the new realities, challenges and aspirations of stakeholders in the rice sector in Africa, as well as the need to ensure compliance with the One CGIAR 2030 Research and Innovation Strategy.

It will guide action towards transforming rice-based agri-food systems to improve nutrition, health, and food security, while also spurring economic growth. The strategy aims to build capacities to adapt to and mitigate climate change and maintain environmental health.

As an R4D center of excellence, AfricaRice will build on its expertise in rice seed conservation and use, and work with its national, regional, and international partners to promote innovative rice breeding programs, crop management practices and seed systems. The approach aims to ensure that AfricaRice and its partner institutions will take a more holistic approach to addressing rice research challenges and endeavour to provide solutions in the context of a global research for development alliance.

While fully nested in One CGIAR 2030, the strategy remains unique in its design to respond to the challenges of rice-based agri-food systems in Africa. While fully aligned to national, regional, and continental research for development (R4D) strategies, it aims to contribute positively to achieving all the Sustainable Development Goals (SDGs), especially that of zero hunger (SDG 2).

It will facilitate strong public-private partnerships (PPPs) and build capacities to support the development and implementation of effective business models and thriving markets. AfricaRice has the credibility and capability to strengthen and broker relationships among a broad range of stakeholders, which will be a key route to success in ensuring that the transformation agenda delivers desired impacts.

As part of One CGIAR, AfricaRice will be able to attract additional financial and technical resources, which will assist member countries to achieve their goals. Key stakeholders will include the regional economic commissions and their technical arms, government ministries, private sector entrepreneurs, civil society, extension services and farmer cooperatives.

To read our strategy in full please click [here](#).



About CGIAR

CGIAR is the world's largest global agricultural innovation network. We are a global research partnership for a food-secure future dedicated to transforming food, land, and water systems in a climate crisis.

From spurring the Green Revolution to spearheading food systems science, for over 50 years CGIAR has partnered globally to drive innovative impact for global food security. We provide research-based evidence to policy makers, innovation to partners, and new tools to harness the economic, environmental, and nutritional power of agriculture. CGIAR's strategy defines our three goals: to reduce poverty, improve food and nutrition security, and improve natural resources and ecosystem services.

Our **Research Strategy** situates CGIAR in the evolving global context, which demands a systems transformation approach for food, land, and water systems.

Now, CGIAR is transforming ourself to solve today's – and tomorrow's – interconnected food, land, water, and climate crises, by coming together as One CGIAR to integrate CGIAR's capabilities, knowledge, assets, people, and global presence for a new era of interconnected and partnership-driven research towards achieving the Sustainable Development Goals (SDGs). Our transition will enable us to operate even more cohesively, seamlessly leveraging all of our capabilities and assets to collectively deliver real benefits to people and our planet.

The AfricaRice Director General will also hold the role of CGIAR Regional Director for West and Central Africa. As a valued member of CGIAR's Senior Leadership Team, they will play a significant role in our shared transformation journey and ensuring a coherent and innovative approach to CGIAR's critical global work on rice in Africa.

Role Profile

This role is an exciting opportunity for someone who has a passion to develop West and Central African opportunities as well as other member countries to use rice-based agri-food systems as a proof point, and partner with other committed and innovative leaders contributing to solving the world's most pressing food, land, and water challenges.

AfricaRice is committed to expanding the space for Africa's voice and agency in all arenas and this role will play an important representational role to achieve this.

As AfricaRice Director General you will:

- Act as the **chief executive officer**, exercising the legal authority delegated by AfricaRice's Board of Trustees.
- Implement and facilitate the engagement of AfricaRice staff in the delivery of the **Africa Rice and Innovation Strategy** and ensure alignment with CGIAR's **2030 Research and Innovation Strategy**.
- Nurture **AfricaRice's relationships with its Member Countries**, complying with Host Country Agreements.
- Expand AfricaRice's proven track record of **generating and leading impactful, bilaterally and regionally supported research projects**.
- Instill, maintain, and exemplify **rigorous standards of research and business ethical conduct, operational effectiveness, financial stewardship, and transparency**.
- **Ensure the efficient and effective operations of AfricaRice research locations** to improve, maintain and manage AfricaRice's physical assets **and support thriving AfricaRice campus**.
- Provide intellectual leadership, direction and inclusive staff management for high-quality, partner-focused, and integrated outcomes that contribute towards institutional pride, confidence, and strong teamwork in senior management and staff.
- Contribute to the leadership of the organization as well as modelling our core values and behaviors.
- **Maintain AfricaRice as a strong financial entity**, ensuring that all statutory financial and other financial reporting obligations are met. Empower AfricaRice's Chief Financial Officer to drive and **deliver strong financial management** across AfricaRice operations, working with CGIAR's Global Director of Business Operations and Finance to strengthen AfricaRice and CGIAR's value for money proposition.
- Facilitate AfricaRice staff engagement in CGIAR Research Initiatives, as well as the migration to shared policies and integrated services in Finance, Human Resources, Digital and Data, and Communications in close cooperation with the One CGIAR Global Directors responsible for these functions.
- Support the AfricaRice Board of Trustees with appropriate, timely information to ensure that it can discharge its **strategic governance and oversight responsibilities and to ensure high quality internal control systems**.
- Work collaboratively in supporting the board exercising its responsibility for provision of independent internal audit and external audit services.

Role Profile

As CGIAR's Regional Director, West and Central Africa you will:

- Proactively engage with organizations, governments, and other stakeholders to drive system-wide dialogue and engagement. **Develop and implement regional strategies** that engage and connect partners with the full scope of CGIAR's global and diverse science portfolio of work.
- Work with the One CGIAR Global Directors for **Innovative Finance and Resource Mobilization** and **Partnerships and Advocacy** to generate resources for bilateral and pooled-funded operations, particularly from African sources, through partnerships with governments, multilateral development banks, private sector associations, and local philanthropy.
- Coordinate, align and collaborate fully with CGIAR's Science Group Directors and all other CGIAR Regional Directors in Africa to ensure the successful development and delivery of CGIAR's **2030 Research and Innovation Strategy** with a strong emphasis on the delivery of science solutions and products on the African continent.
- Foster and grow relationships across the African continent and beyond to ensure that CGIAR is best demonstrating its awareness and understanding of **Africa's needs and vision**.
- Identify opportunities for new and innovative ways of building multi-stakeholder partnerships within Africa and collaborate with the One CGIAR **Partnerships and Advocacy** Group.

- Work closely with the other CGIAR Regional Directors in Africa to coordinate efforts to build CGIAR's **continental presence**, including showcasing CGIAR's work, the value of working more as one, building a vibrant pipeline of opportunities, and shaping the new, desired organizational culture across Africa, focusing on inclusion, transparency, and trust.

Reporting

- The Director General of AfricaRice and CGIAR's Regional Director for West and Central Africa's formal accountabilities will be to AfricaRice's Board of Trustees. The CGIAR Executive Management Team will exercise operational, day-to-day oversight for the discharge of the responsibilities of the CGIAR Regional Director for West and Central Africa elements of the role and the CGIAR-wide representative functions, with regular engagement of AfricaRice's Board Chair to ensure alignment.
- AfricaRice is an **Association of 28 member countries** represented by Ministers from the countries, constituting a Council of Ministers (COM) of AfricaRice. The COM of AfricaRice is the supreme decision-taking organ of governance of AfricaRice. The DG of AfricaRice is the Secretary of COM, he/she therefore heads the Secretariat of the Association, and reports also to the Council of Ministers (COM) of AfricaRice as required by its Constitution.



Person Specification

Candidates must bring an understanding of, and authentic passion for scientific research and innovation incubation to spawn solutions for Africa's transformation needs.

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You must also comprise a global mindset, excellent communications skills, a strong commitment to operational and financial stewardship, a demonstrated commitment to diversity and inclusion, and a demonstrated aptitude in fundraising and building partnerships. A proven track record in executive leadership in an agile and decentralized environment is essential. Significant leadership experience in matrix operational structures, as well as in organizations undergoing dynamic change is also highly desirable.

Skills and Work Experience:

Essential

- Significant experience in agriculture related research with a minimum of 10 years as senior manager at the government, institutional, or industry level.
- A proven track record in planning and managing human, financial and physical resources.
- A proven track record in resource mobilization in both traditional and contemporary areas.
- Experience working in, or with, emerging countries, and those in transition.
- Experience with and commitment to identifying and overcoming barriers to participation of women and youth in the African rice sector.
- Fluency in French and English.

Desirable

- Experience in a comparable organization, at the executive level.
- Experience in change management at a senior level.

Role Profile

Approach

- Superior ability to think creatively and help design innovative plans and programs in line with strategic priorities.
- A compelling communicator with the ability to listen, engage, and work effectively with a range of stakeholders, staff and partners.
- Capacity to inspire, generate, nurture, and sustain staff motivation and professional development.
- Strong interpersonal skills and an appreciation of the value of diversity, with a commitment to promote diversity in all forms.

Academic and Professional Qualifications

Essential

- Formal education to the level of PhD in a field relevant to the mandate of AfricaRice.

Desirable

- Agricultural-based research or other relevant degree, including agricultural economics.
- Business or economic management qualification.
- Understanding of the importance of policies on the economic, environmental, and livelihood impacts of the African rice sector.
- Understanding of effective institutional governance.





How to Apply

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5971**. The deadline for applications is **9am BST Monday 12th September 2022**.

The position is located at AfricaRice's Headquarters in **Abidjan, Cote d'Ivoire**, and comes with a competitive salary and benefits package for this location. The ability to travel frequently across the African continent is an essential part of the role.

The appointment term for the successful candidate will initially be four years with the potential for renewal on the decision of the AfricaRice Board.

AfricaRice and CGIAR are committed to fair, safe, and inclusive workplaces. We believe that diversity powers our innovation, contributes to our excellence, and is critical for our mission. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority. Cognizant of the constitutional requirement regarding nationality from a AfricaRice member country, we encourage applicants from all cultures, races, colors, religions, sexes, ages, disability statuses, sexual orientations, and gender identities. We particularly welcome applications from women.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>.

Accessibility Statement

For a conversation in confidence, please contact Principal Researcher and Head of SIE Research Team, Clara Nelson Strachan clara.nelsonstrachan@perrettlaver.com.

Should you require access to these documents in alternative formats, please contact Principal Project Manager, Mandy Wedgwood mandy.wedgwood@perrettlaver.com.

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.





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