

LEAD A MULTI-CONTINENT R&D ORGANIZATION INTO THE FUTURE

Kincannon & Reed has been retained to fill a critical-hire position at one of the world's most prestigious research organizations, an international institute with a significant track record of success in international development. This organization's multi-disciplined scientific teams are focused on the needs of the smallholder farmer in developing countries, where a huge impact has been made over more than five decades. Today, at one of the most exciting times in decades for rice research, we are identifying candidates for the position of Deputy Director General, Research (DDG-R) at IRRI.

The International Rice Research Institute

Established in 1960 and based in the Philippines, the International Rice Research Institute (IRRI) is the oldest and largest international agricultural research institute in Asia. It is an autonomous, nonprofit rice research and education organization with staff based in Asian and African countries as well as at the sprawling research campus in Los Baños, Philippines, where the DDG-R will be posted.

IRRI's mission is to reduce poverty and hunger, improve the health of rice farmers and consumers, and ensure that rice production is environmentally sustainable. It works closely with most rice-producing and-consuming countries and their national agricultural research and extension systems as well as with farming communities and a range of international, regional, and local organizations and corporate entities.

In partnership with these groups, IRRI conducts research and provides training and education for those helping rice farmers by disseminating information and proven, sustainable technologies.

Present situation

Rice is the staple food of more than half of the world's population. At IRRI, a team of more than 1300 world-class scientific and support staff are working to reduce poverty and malnutrition, improve the livelihoods of millions of rice farmers and their families, and develop sustainable rice production system for future generations.

We are seeking a DDG-R who, as a member of its senior management team, will provide strategic leadership for IRRI research programs. The DDG-R has the full responsibility for leading, planning, managing, and monitoring IRRI's global research and development activities. Research programs include basic and applied research on genetic resources, rice biotechnology and breeding, sustainable crop and natural resources management, climate change, postharvest technologies, socioeconomic and policy research, as well as rice information and delivery of new technologies. The DDG-R will be a dynamic, highly respected R&D leader – rice experience not necessary – who inspires and enables IRRI researchers and their partners to strive for excellence in science while achieving impact.

This new hire will lead visionary thinking and priority setting, as well as identify new research opportunities for IRRI that stimulate innovation and foster outstanding teams for implementation of IRRI's aggressive research strategy. He or she will seek new approaches and models for enhancing technology transfer through a wide range of partners, including effective management of intellectual assets and public-private partnerships. Reporting to the Director General, this position is supported by a team of 14 direct reports.

Job Responsibilities

This position involves all aspects of leading a large global research agenda. A dynamic, innovative, highly respected scientific leader is needed to set priorities, develop the appropriate implementation mechanisms, and build outstanding teams. Key responsibilities include:

1. Lead strategic thinking, priority setting, planning, coordination, monitoring and reviews of IRRI's rice R&D across multiple disciplines and programs.
2. Implement an effective R&D management structure, including business plans as well as managing staff and other resources. Oversee the management of all Programs and Units under the DDG-R; Enable effective decision-making and management processes. Facilitate effective linkages among different disciplines and research programs.
3. Develop strong regional and country R&D strategies in close collaboration with national public, civil society and private sector partners and regional fora in Asia and other regions. Interact with leaders in the public and private sectors and represent IRRI in major initiatives and at global, regional, and national events.
4. Identify opportunities for new research initiatives and lead fund-raising efforts from traditional and non-traditional sources including the development of strong partnerships with the private sector; this includes research collaborations and innovative intellectual assets and tech transfer solutions.
5. Monitor progress and quality of science across IRRI programs. Implement a high-quality monitoring and evaluation system to ensure that all IRRI R&D programs meet their targets.
6. Implement an effective internal and external research communication strategy.
7. As a member of the Program Planning and Management Team (PPMT), contribute to managing the Global Rice Science Partnership (GRiSP, www.grisp.net) and lead its implementation in Asia. Facilitate interaction of research programs in IRRI with GRiSP partners worldwide, including effective integration with GRiSP activities in Africa and Latin America.
8. As IRRI Management Committee member, interface with IRRI senior management and management support units on strategic and operational issues. Develop and manage IRRI's overall research budget, including strategic investments in new initiatives and research infrastructure. Lead the recruitment and evaluation of Program Leaders, Unit Heads and other senior research leaders.

Candidate profile

We seek a visionary and inspiring scientist and leader of scientists who will develop a team that creates breakthroughs and help take the already-successful team to new levels of impact, efficiency, and effectiveness as the organization strives to implement its bold strategy and realize its potential and mission.

The ideal candidate will have most if not all of the following skills, knowledge, experience, and personal characteristics:

- The successful candidate will be a strong leader with excellent strategic vision. S/he will be a strategic thinker in the technical realms of product development appropriate to IRRI strategies and objectives.
- An understanding of and heart for development is essential.
- Successful project management experience resulting in successfully aligning and motivating a group of talented scientists in diverse fields; proven capacity to lead and manage across the entire R&D continuum.
- Aptitude and interest in both public and private sector partnership and project development are highly desirable.
- The ability to lead a diverse team of scientists from different cultures is essential, including a superb human resources skill base.

- Credibility to earn respect from external researchers and within the company is required; this would include evidence of career productivity, such as peer-reviewed publications or patents.
- Demonstrated capabilities in understanding and communicating global and regional issues in agriculture and food security with diverse stakeholders.
- Experience in broad partnerships and networking, particularly in the developing countries of Asia, Africa, and Latin America.
- Ability to nurture and facilitate innovation and teamwork in a multicultural environment, including sensitivity to gender and diversity of the Institute and the local cultures of collaborating countries.
- High level of success in raising and managing financial resources for research.
- PhD in agricultural, natural, or social sciences.
- Fluency in the English language is required. Competency in other languages would be a significant plus.

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