

# Senior Advisor, Executive Director's Office

## Candidate Pack

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# 1. About CGIAR

## 1(a). Overview

*CGIAR* ('the CGIAR System' or 'the System'), is a global partnership that unites organizations engaged in research for a food secure future. Our research, which is organized into CGIAR Research Programs, is carried out by 15 Research Centers in close collaboration with various partners, including national and regional research institutes, civil society organizations, academia, development organizations, and the private sector.

## 1(b). Corporate governance

CGIAR's governance model distributes strategic direction, governing and advisory functions among several entities, reflecting the diversity of stakeholders within the CGIAR System and the critical importance of ensuring that the voices of our partners inform our actions and decisions.

Built on a strong partnership between CGIAR's Funders and Research Centers, CGIAR's governance model focuses on enabling Centers and Partners to conduct high-quality research for development based on a solid foundation of clearly defined roles, responsibilities, and accountabilities. We are confident that the sense of shared ownership and strong collaboration that exists throughout our governance structure, together with our deep commitment to partnership and transparency, provide maximum opportunity for CGIAR to deliver on its vision and the shared hopes and expectations of the CGIAR partnership as a whole. Below is a brief description of the different parts of this unique partnership.

*CGIAR Research Centers ('Centers')* are independent, non-profit research organizations who are members of the CGIAR System and have close to 10,000 staff based in over 50 countries. Each Center has its own charter, a board of trustees and director general.

### *The CGIAR System Council ('System Council')*

Representatives of Funders (funding partners who provide guidance and financial resources for CGIAR Research and are part of a participatory mechanism that enables ongoing collaboration to finance some of the world's most innovative agricultural research) and developing countries meet as a [System Council](#), to keep under review the strategy, mission, impact and continued relevance of the CGIAR System.

### *The CGIAR System Organization ('the System Organization')*

An international organization headquartered in Montpellier, France, the System Organization provides governance to the System in collaboration with the CGIAR System Council and is comprised of two constituent parts:

- The [System Management Board](#) is the governing body of the System Organization, and its composition, function and operational procedure are outlined in the Charter of the CGIAR System Organization.

- The [System Management Office](#) is responsible for the day-to-day operations of the System Organization, providing support to the System Management Board and the System Council, and facilitating collaboration across the System to support the fulfillment of CGIAR’s mission and goals.

#### *The General Assembly of the Centers ('General Assembly')*

The General Assembly of the Centers is a forum for CGIAR Research Centers to discuss issues relevant to Centers, including those related to the CGIAR System and the CGIAR System Organization – it is an important linking mechanism for the CGIAR System as a whole.

#### *The Partnership Forum*

CGIAR’s Partnership Forum, an innovation introduced in 2016, brings together our diverse group of stakeholders that actively support the CGIAR System to express their views on our operations. The inaugural Partnership Forum is planned to be convened by CGIAR’s Centers and Funders in early 2020 to set the forward direction for CGIAR’s ‘2030 Plan’ to deliver on its Strategy and Results Framework

### **1(c). Vision/Mission/Goals**

#### *Our core aim: a world free of poverty, hunger and environmental degradation*

We work to advance agricultural science and innovation to enable poor people, especially women, to better nourish their families, and improve productivity and resilience, so they can share in economic growth and manage natural resources in the face of climate change and other challenges.

#### *CGIAR’s Strategic Goals and the SDGs*

CGIAR’s Strategy and Results Framework provides the strategic direction to deliver on our mission and contribute strongly to the United Nation’s Sustainable Development Goals (SDGs). We have three goals, known as System Level Outcomes (SLOs):

- Reduce poverty
- Improve food and nutrition security
- Improve natural resources and ecosystem services

All the specific goals and targets to 2030 can be seen at <https://www.cgiar.org/how-we-work/strategy/>

#### *Our Research Priorities*

To achieve our goals, we focus on eight research priorities where CGIAR has a comparative advantage to tackle humanity’s greatest challenges.

- Climate-smart agriculture
- Gender and inclusive growth
- Genetic improvement
- Nutrition and health
- Nurturing diversity
- Natural resources and ecosystem services:
- Agricultural systems
- Enabling policies and institutions

### *The CGIAR Business Plan*

In 2016, CGIAR undertook some governance reforms which opened the door to a reinvigorated sense of collective ownership of the Centers to help chart the destiny of the CGIAR System - to simultaneously improve our salience, credibility, and legitimacy. This was followed by the envisioning of a first CGIAR System-level business plan concept. The elements of this business plan add up to an ambitious but achievable set of innovations to create a more efficient and focused System. This business plan is a “System-level” plan that focuses on decisions and actions that need to be taken at the collective level. It aims to both stabilize today’s CGIAR System while creating the space and planning vehicle for proactively defining tomorrow’s CGIAR.

### *The System Management Office Work Plan*

The SMO’s work plan sets out a proposed range of activities over the 2019 – 2021 period, and thereafter over agreed multi-annual or annual work plans, grouped into ‘ongoing tasks’ and ‘significant additional tasks or initiatives’ anticipated on adoption of the CGIAR System Business Plan.

## 2. About the Job

This role is a new position that responds to some of the opportunities emerging from the governance reforms in CGIAR and will directly support the Executive Director performing various coordination roles within the office, across Centers, and with external partners in accordance with the terms of reference set out in the Job Description available [here](#)

## 3. Ethics and Ways of Working

The System Organization is committed to cultivating a work environment that reflects teamwork, gender equality, and respect for diversity. We endeavor to foster a multi-cultural environment that is free of any form of harassment and discrimination; and that embraces and values individuals regardless of age, ethnicity, race, gender, national or social origin, marital status or any other form of personal identity.

CGIAR has a deep commitment to partnership, transparency, and accountability. This is reflected in the CGIAR governance structure which focuses on enabling CGIAR’s Research Centers and Partners to conduct high-quality research for development based on a solid foundation of clearly defined roles, responsibilities, and accountabilities.

It believes that everyone in the organization is accountable and seeks to ensure the most effective use of all resources made available to us in support of our work to ensure a world free of poverty, hunger, and environmental degradation. Taking note of the sometimes-complex settings in which our research actions are undertaken, the CGIAR System Organization and each Center have defined for themselves operational policies and procedures to address inherent risks in all that we do.

To ensure accountability, the CGIAR System welcomes reporting of any illegal or unethical conduct (e.g., corruption, fraud, misuse of resources, abuse of authority, etc.) by anyone associated with

our work. Our reporting mechanisms are available to everyone – staff, partners, contractors, suppliers, and anyone else who interacts with the CGIAR System, including the public at large.

## 4. Equal Opportunity Statement

The CGIAR System Organization is an equal opportunity employer, offering a comprehensive package of employee benefits comprising health insurance coverage, a retirement plan, and relocation support where applicable. Appointments by the System Organization are generally made on a fixed-term basis of 3 years, which is renewable subject to the terms and conditions of the appointment.

Full terms and conditions will be made available to shortlisted candidates.

## 5. Contact Details

You can keep up to date with all the latest news about CGIAR through a range of communication channels:

Our website: <https://www.cgiar.org/>

Follow us on Facebook: <https://www.facebook.com/CGIAR-270424969671619/>

Or Twitter: <https://twitter.com/CGIAR/>

And on LinkedIn: <https://www.linkedin.com/company/cgiar/>

You can also contact the Human Resources Team at:

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