



Candidate Brief

Regional Director, Southeast Asia

April 2016

CABI BACKGROUND

CABI (www.cabi.org) is a not-for-profit development-led organization supported by a solid scientific research base and a world class publishing service. Our mission is to improve people's lives worldwide by providing information and applying scientific expertise to solve problems in agriculture and the environment. Our work increases food security and protects biodiversity.

We have around 500 staff based in 16 countries. We have offices in Brazil, China, Ghana, India, Kenya, Malaysia, Pakistan, Switzerland, Trinidad & Tobago, the UK and the USA.

CABI is an intergovernmental organization that can trace its origins back to 1910. Our mission and direction are influenced by government representatives from our 48 member countries who help guide the activities we undertake. These include scientific publishing, development projects and research, and microbial services. We are also leading a major new initiative, Plantwise, which aims to improve food security and the lives of the rural poor by reducing crop losses.

CABI's Knowledge Business

We produce key scientific publications for the global research community, including CAB Abstracts, the world-leading database covering agriculture and environment, and Global Health - the definitive bibliographic database for public health information. We also publish multimedia compendia, books, eBooks and full text electronic resources aiming to further science and its application to real life. Our Knowledge Business also supports our international development mission with the creation of innovative information solutions and appropriate technologies to transfer knowledge to farmers and extension workers. Behind each of our products is a team of subject specialists committed to delivering the most relevant and authoritative information to users worldwide.

Development projects and research

Our staff research and find solutions to agricultural and environmental problems. We use science, information and communication tools to help solve issues of global concern. Our work is arranged around four core themes:

- **Commodities** – we work to enable smallholder commodity farmers to compete in global markets. We diagnose and control plant pests and diseases, and help farmers get a better price for their crops. We work on crops such as coffee, cocoa, wheat, rice and cotton.
- **Invasive species** – we are helping to reduce the spread and impact of invasive weeds such as Japanese Knotweed, water hyacinth and insects such as coffee berry borer and cocoa pod borer. We also advise countries at a policy level about agriculture, trade and the environment.
- **Knowledge for development** – we work with farmers, extension workers, researchers and governments to deliver agricultural knowledge and develop communication strategies and systems.

Microbial services

We manage one of the world's largest genetic resource collections, the UK's National Collection of Fungus Cultures. We conduct microbiological identifications, provide cultures for sale, and offer preservation and consultancy services. We are also screening our collection, looking for natural products such as antibiotics, vitamins and enzymes.

Plantwise

Plantwise is a global programme, led by CABI, to increase food security and improve rural livelihoods by reducing crop losses. Sustainable networks of local plant clinics provide farmers with practical plant health advice, reinforced by the Plantwise Knowledge Bank, an online gateway to plant health information. Working in close partnership with relevant actors, Plantwise strengthens national plant health systems from within, enabling countries to provide farmers with the knowledge they need to lose less and feed more. www.plantwise.org

THE ROLE

Job title:	Regional Director, Southeast Asia (SEA)
HAY Grade:	Senior Management
Reporting to:	Executive Director, Global Operations
Salary:	We offer a competitive package in the not-for-profit development sector.
Term:	The role is offered as an initial appointment of three years subject to renewal and extension.
Direct reports:	Five
Key peer group:	Corporate, Commercial, Knowledge Business senior management International Development (ID), including Regional and Country Directors and Global Directors.
Location:	Kuala Lumpur, Malaysia

CABI profile in Southeast Asia

Australia, Brunei Darussalam, Malaysia, Myanmar, Papua New Guinea, Philippines, Vietnam and Solomon Islands are member countries of CABI in Southeast Asia. Our regional office in Malaysia was established in the early 1980's and in 1995 we moved to our current location on the MARDI campus.

The regional team's work is wide-ranging. It includes sustainable pest and disease management, invasive species prevention and management, and work around plant health, biosecurity and sanitary and phytosanitary (SPS) issues. Also important is work looking at sustainable production techniques and commodity chains, as well as information management and access to knowledge. CABI scientists and publishing products are well respected in the region, and recent major projects have been funded by ACIAR, The Asian Development Bank, AUSAID, DFID and STDF. Partners include industry bodies such as the Malaysian Palm Oil Board, research organizations such as the International Rice Research Institute, and national governments. We are committed to the highest standards of delivery of our projects and place a high value on impact, Monitoring & Evaluation and Gender.

Purpose of the role

The purpose of the role is to lead the further growth and development of the CABI SEA Centre by building upon goals, objectives and a business plan that will contribute to the overall achievement of CABI's mission. This will require the Regional Director to operate as required at regional, CABI thematic (eg Invasive Species), and project levels to build the image and credibility of CABI with the Governments of Southeast Asia and other member countries in the South Pacific, funding bodies, partners and client communities.

Key Accountabilities

- to build upon existing goals, objectives to further develop a business plan and an associated budget for the SEA Centre and to develop a long term strategy to meet these;
- to sustain/strengthen current relationships with relevant agencies of existing Member Countries (MCs) through regular communication and joint project activities resulting in a high level of membership satisfaction, and also to seek out opportunities for recruitment of new MCs;
- to develop strong and productive relationships with professional, corporate, government and non-government partners, funding agencies, regional and other bodies responsible for development cooperation and research in order to enhance donor and project partnerships and to develop new business opportunities;
- to contribute to the development of CABI's global programmes and other CABI-wide strategic initiatives;
- to support across-Centre business development and operation, particularly in Asia and Africa, and also in collaboration with CABI Global Directors, in order to strengthen CABI's activity portfolio and serve Member Country interests;
- to develop and oversee project activities across the SEA Centre and ensure accountability for results and reports;
- to ensure the quality of the science conducted at and from the centre in collaboration with the CABI Global Directors (eg Development, Communication & Invasive Species), Strategic Science Partnerships in Southeast Asia (e.g. CGIAR institutes, AIRCA members, Regional Fora, Universities), the CABI Chief Scientist and other CABI colleagues is maintained/enhanced;
- to manage staff and facility development within the SEA Centre to meet current and future business needs and develop succession plans as necessary;
- to be an active member of the International Development Regional Directors Management Team (RDMT);
- to ensure consistent adherence to CABI policies and procedures at the centre, including access to biodiversity, quarantine issues, HR and Health & Safety requirements, financial and project management procedures, Risk Management and IPR procedures.

PERSON SPECIFICATION

The appointed candidate will be a senior regionally-oriented scientist with the vision and vigour to lead the development and growth of CABI in Southeast Asia and the South Pacific. She/he will have a well-established background in the application of life sciences, and be capable of establishing immediate credibility and authority with our partners and funding agents, both the public and private sectors.

Qualifications and language skills

- PhD (or equivalent) in an appropriate agriculture/life-science discipline;
- fluency in English, both written and spoken;
- knowledge of/functional communication in a regional language (eg Malay).

Previous experience

- at least ten years' experience relevant to one or more of CABI's focus themes, with results and outputs to match;
- a successful track record in developing, costing, securing and managing externally-funded research, training and implementation projects;
- have proven experience in senior management including the delivery of financial targets and budgets and the efficient and effective management of staff, including scientific staff;
- broad range of project management experience, to include operating on a regional scale across multiple projects;
- proven track record in commercial product development within, or in partnership with, the private sector;
- a successful track record of influencing partners and co-ordinating teams in a cross cultural and multi-disciplinary environment.

Personal characteristics

- a team player, with strong interpersonal and communication skills;
- strong influencing and networking skills - a natural ambassador;
- highly self-motivated and driven to achieve business results – entrepreneurial in approach;
- robust with the operational grip and capacity to handle a demanding workload, pressing/unexpected situations including considerable travel (mainly in the region);
- strong personal organisational and business skills.

HOW TO APPLY

To apply please send the following to recruitment@cabi.org quoting **Job Reference 15/2016** and stating where you saw this post advertised:

1. a covering letter describing in full how you meet the candidate profile, and to include details of your current remuneration;
2. a full Curriculum Vitae;
3. the names and contact details of three referees, one of whom must be your current or most recent employer – referees **will not** be contacted without your prior permission

Please note:

- the **closing date** for the receipt of applications is **20 May 2016**;
- **interviews** are due to be held in **Kuala Lumpur** during **14 -16 June 2016**.