



Candidate Brief

Senior Scientist, Socio-economics

CABI - Africa

May 2015



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 over 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:	Senior Scientist, Socio-economics
Salary range:	Commensurate with skills and abilities
Grade:	HAY Band 6
Reporting to:	Deputy Regional Director
Direct reports:	None
Key peer group:	Project Managers and Senior Scientists in CABI Africa and other CABI centres worldwide
Location:	Nairobi, Kenya or Accra, Ghana or Lusaka, Zambia

Purpose of the role

CABI Africa implements research and development projects across sub-Saharan Africa in all four themes described above. Social science research is an essential part of CABI's development activities and the role will be to lead social science research supporting CABI projects implemented in Africa. The focus will be on qualitative and quantitative research, to deliver situation analyses and needs assessments, and to understand and evaluate the outcomes and impacts of CABI and partners' interventions. The senior scientist will work with other CABI staff to design and implement studies, as well as advise and support others on socioeconomic elements of a range of projects in the four themes. The scientist will be responsible for analysing and reporting on results and findings. He/she will also have the opportunity to contribute to business development.

Key Accountabilities

- To work with project teams to design and implement quantitative and qualitative social science research to support achievement of project goals, evaluate interventions, and understand and assess outcomes.
- To communicate research results through high quality written outputs and presentations documenting and analysing achievements and lessons learned, targeting national, regional and international audiences.
- To contribute to business development by providing input to social science sections of project proposals.
- To contribute to ensuring good monitoring and evaluation in CABI Africa projects, working with other colleagues responsible for M&E, including the Global Director, M&E and Global Director, Knowledge for Development



CANDIDATE PROFILE

Knowledge & Skills

- Strong skills in qualitative and quantitative research methods.
- Strong skills in analysis of data and information, including the use of appropriate software.
- Demonstrated skills in writing and publication for scientific and other audiences.
- Fluency in English essential, with language skills in French desirable.

Education & Qualifications

- PhD in rural sociology or related subject.

Personal Characteristics

- A team player, able to motivate colleagues and partners
- Strong cross cultural awareness and ability to accommodate diverse working styles across many countries.
- Highly motivated and driven to achieve results to tight deadlines
- Innovative and creative approach
- Robust capacity to handle a demanding workload, including considerable travel
- Highly organised and business like
- Interest in articulating scientific concepts effectively to technical experts and non-experts
- Interest in mentoring and developing staff

Experience

- Detailed and demonstrable experience working in research and development projects in developing countries, preferably in Africa.
- Extensive experience in the design and use of quantitative, qualitative and participatory methods and approaches in agricultural research and development.
- Good experience of data management and reporting and in the presentation of results to identify best practice and to inform decision-making.
- A successful track record of operating on a regional or global scale.
- Experience of influencing partners and stakeholders and of coordinating teams in a cross cultural and multi-disciplinary environment.
- Experience of managing budgets and staff, including within a matrix management environment

Special Circumstances

- Willing and able to travel away from home base and office for considerable periods.

NOTE

This job description is not intended to be exhaustive. It is expected that the post holder and CABI will adopt a flexible attitude and accept that the duties may have to be varied according to circumstances, in particular changing corporate requirements and individual development needs.



EQUAL OPPORTUNITIES

CABI is an equal opportunities employer and welcomes applications from candidates irrespective of age, gender, race, colour, nationality, ethnic or national origin, disability, religion, sexual orientation or marital status. No applicant will be disadvantaged by conditions which cannot be shown to be justified and selection will be based on merit.

By taking the [CABI Equal Opportunities Survey](#) you will be helping us to follow best practice recommendations that employers should monitor selection decisions to assess whether equality of opportunity is being achieved. Please follow the link to take the survey.

(If the link does not work please cut and paste the following URL into your web browser http://www.surveymonkey.com/s/CABI_Equal_Opportunities_Survey)

The information in the survey will be treated as confidential and used for statistical purposes only, forming no part of the selection process. This information will be received separately from your application.

HOW TO APPLY

To apply please send the following to recruitment@cabi.org quoting Job Reference **42/2015** and state where you saw this advertisement:-

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 there is no set closing date for this post; we will continue to advertise it until it is filled

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