

Candidate Brief

Integrated Crop Management Advisor

CABI, South Asia

December 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 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:	Integrated Crop Management Advisor
Salary range:	TBC
Grade:	HAY 5 or 6 (depending on qualifications and experience)
Reporting to:	Regional Director CABI SA
Direct reports:	None
Key peer group:	Project Scientists at CABI SA and Integrated Crop Management team at CABI Worldwide
Location:	CABI in India

Purpose of the role

- Assist implementation of one or more Integrated Crop Management (ICM) projects at CABI India;
- Provide specialist advice on ICM as a sustainable agricultural approach, to farmers, governmental and non-governmental agricultural bodies and agricultural businesses in manufacturing, marketing and services;
- Support development of effective ICM implementation programmes in collaboration with project partners with a view to supporting local economic development, sustainable resource management, increased food & nutrition security, market access and improved livelihoods;
- Conduct capacity building and knowledge transfer in various countries to support the implementation of economically and environmentally viable ICM approaches at different levels (farm, advisory services, policy, research and education).

Key Accountabilities

- Conduct and/or visit international projects upon request (initially together with CABI colleagues), deliver agreed Terms of Reference (ToRs) and provide subsequent feedback to all relevant project stakeholders via timely submission of reports;
- Regularly engage with national partners to foster strong relationships and productive collaboration;
- Support development of concept notes and proposals in the field of ICM or related topics in accordance with the Prince2 management system or other project design methods agreed with the donor (e.g. Outcome Mapping, Logical Project Framework or Project Cycle Management);
- Assist development of best practice guidelines and capacity building programmes to support regional or national ICM implementation;
- Support national partners with project planning (i.e. the design of concept notes, proposals and logical frameworks), as well as project implementation, and monitoring and evaluation;
- Support implementation and coordination of applied research on ICM practices in collaboration with key staff of national partners;
- Advise national partners on business and legislative implications related to ICM implementation;
- Provide support to write advisory leaflets, farmer manuals, technical notes and press releases;



- Undertake administrative duties (compilation of progress, annual and final reports) and support project management according to predefined yearly plans of operation to satisfy customer expectations.
- Assist in other Centre projects and project development as the needs arise
- Adhere to CABI policies and procedures at the Centre, including in areas such as HRM, Health and Safety, Financial and Project Management, and IPR.

Key Challenges

- Spending a large proportion of time (one- to two-week periods) away from home visiting projects, national partners and relevant stakeholders;
- Demanding and varied work hours, depending on the season and project requirements, with unsocial hours common during busy periods;
- Assisting the development of new projects and programmes under high time pressure in response to international or national donor calls;
- Having to be aware of cultural differences of national/regional project staff/partners and adapt/adopt approaches to ensure high impact results that satisfy donor expectations.

Candidate Profile

Qualifications and Language Skills

- Post-graduate degree in Agriculture, preferably with specialisation in Agronomy, Plant Pathology or Entomology and/or another field related to development cooperation;
- Fluent spoken and written English and spoken Hindi is essential; knowledge of other major Indian languages would be advantageous.

Experience

- Involvement in project management (needs analysis, concept development, project design and implementation, and monitoring and evaluation), preferably in a development cooperation context;
- Project administration and basic monitoring and evaluation.

Personal Skills and Characteristics

- Strong team player with excellent technical, management and communication skills;
- Self-motivated;
- Strong social and representational skills that ultimately build fruitful and enduring relationships with project partners and donors;
- Capable of handling a demanding and varied workload;
- Willing to travel to remote and challenging locations in developing countries;
- Strong personal organisation skills;
- Effective information management skills;
- Comfortable working on one's own initiative as well as following advice;
- Willing to acquire new knowledge and skills;
- Flexible and creative in planning and problem solving ('thinking on the feet');
- Strong coaching, mentoring and writing skills;
- Willing to work abroad for around 120 days per year;
- Possess other useful 'soft skills'

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.

HOW TO APPLY

To apply please send the following to recruitment@cabi.org, quoting job reference **56/2016** and stating where you saw this post advertised;

- 1) a detailed covering letter describing 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 closing date for receipt of applications is Friday 20th January 2017

Please also note that candidates that fail to follow the application instructions above may disadvantage their application at the selection stages.

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