

# Candidate Brief

**Development Communication  
Specialist – Invasive Species  
Management**

**CABI, Zambia**

January 2018

## CABI BACKGROUND

CABI is an international not-for-profit organization that improves people's lives by providing information and applying scientific expertise to solve problems in agriculture and the environment. CABI is an intergovernmental organization that can trace its origins back to 1910. Our 48 member countries guide and influence our core areas of work, which include International Development and Publishing.

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, the USA and Zambia.

### **CABI's Knowledge Business**

CABI produces key scientific publications, including CAB Abstracts – the world-leading abstracting and indexing database covering applied life sciences. We also publish multimedia compendia, books, eBooks and full text electronic resources aiming to further science and its application to real life. CABI invests its publishing surpluses directly into development projects, helping to improve livelihoods worldwide.

### **International Development projects and research**

Through knowledge sharing and science, CABI helps address issues of global concern such as improving global food security and safeguarding the environment. We do this by helping farmers grow more and lose less of what they produce, combating threats to agriculture and the environment from pests and diseases, protecting biodiversity from invasive species, and improving access to agricultural and environmental scientific knowledge.

For more information go to [www.cabi.org](http://www.cabi.org) and [www.plantwise.org](http://www.plantwise.org)

## THE ROLE

**Job title:** Development Communication Specialist – Invasive Species Management

**Salary range:** We offer a competitive package in the not-for-profit development sector

**Grade:** 4

**Reporting to:** Senior Scientist Invasive Species Management

**Direct reports:** None

**Key peer group:** Scientist working within Invasives Theme, other Development Communication Specialists, Project Scientists

**Location:** Zambia

### Purpose of the role:

CABI Africa implements a portfolio of development communication projects that aim to deliver positive social change amongst development stakeholders including: farmers, public and private extension, policy and decision makers and the private sector. The Development Communications specialist role will be to lead and contribute to activities within the Invasive Species Management and Plantwise Programmes.

### Key accountabilities:

- To work with project teams and partners to plan and implement development communications activities designed to change agricultural behaviour by sharing knowledge, sparking discussion and helping communities identify their own priorities.
- To engage with partners and coordinate consultants involved in development of communication products, over-seeing the quality of design, accuracy of content and its suitability for target audiences
- To implement work in a learning environment and contribute to implementation of research designed to test assumptions and communication hypotheses
- To write high-quality journal papers, conference presentations and other technical outputs based on the work implemented
- To manage project activities, network and engage with project partners
- To contribute to project communications that raise the profile of the project including contributions to blog, newsletter and promotional materials
- Understand and comply with necessary health and safety requirements in the work place to achieve a safe working environment.
- Adhere to CABI policies and procedures at the Centre, including HR procedures, health and safety requirements, financial and project management procedures, and IPR procedures.

## CANDIDATE PROFILE

We are seeking a dynamic individual with demonstrated experience in implementing diverse strategies and techniques in communication for development for achieving change in agriculture and/or environment

### Knowledge & Skills

- Understanding of the role of communication in agricultural development.
- Knowledge of different channels of communication that operate in developing countries including print, radio, TV, mobile etc., and skills in preparing communications products and materials for different channels.
- Good project management skills
- Ability to plan, implement and manage communications research including evaluation of communication outcomes
- Ability to articulate scientific concepts effectively to technical experts and non-experts, in writing and verbally

### Education & Qualifications

- At least MSc/MA in Development communications or associated subject with understanding of how to apply skills in a development context
- Qualifications in agriculture and/or the environment
- Project management qualifications an added advantage

### Experience

- At least 5years' experience working in research and development projects in developing countries – preferably Africa
- Experience in producing or coordinating production of communication products describing technical messages for use in a range of delivery channels
- Demonstrated networking skills with strong networks with communications and development partners working in development contexts, including facilitating multi-stakeholder processes
- Publication record reflecting learning approach to development communications
- Resource management experience, covering the delivery of financial targets and budgets

### Personal Characteristics

- Ability to influence and build relationships with senior internal and external project stakeholders.
- Capacity to work with people from different cultures and backgrounds
- Ability to work independently and as part of a team
- Ability to work to high quality and tight deadlines to meet project requirements
- Flexibility to learn and apply new techniques and approaches
- Ability to listen to and interpret complex scientific information
- Willingness to undertake accompanied and unaccompanied international travel

#### 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 a covering letter detailing how you meet the candidate profile and a full CV quoting Job Reference to **01/2018** [recruitment@cabi.org](mailto:recruitment@cabi.org). Please state where you saw this advertisement.

**Please note closing date for receipt of applications is 5<sup>th</sup> March 2018**