



# VACANCY ANNOUNCEMENT

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## DIRECTOR GENERAL (DG)

*icipe* is a pan-African centre of excellence in research for development and capacity building in insect science and its applications. Its mission is to help alleviate poverty, ensure food and nutritional security, and improve the overall health status of peoples of the tropics. It does so by developing and extending management tools and strategies for harmful and useful arthropods, while preserving the natural resource base. Since its establishment in 1970, *icipe* has become a significant contributor to science and innovation required to meet the health and food security challenges of sub-Saharan Africa. The Centre has achieved this status by developing alternative and environmentally friendly pest and vector management technologies and products that are effective, selective, non-polluting, non-resistance inducing, and that are affordable to resource-limited rural and urban communities. *icipe* is headquartered in Nairobi, Kenya and has operations in more than 40 African countries as well as thriving partnerships with universities and research organizations across the world. Alongside its research focus, *icipe* has for decades been a leader in developing the next generation of scientists to work on the next generation of challenges, including developing researchers and teachers in entomology, plant protection and health. In doing so it engages approximately 150 graduate students who contribute each year to *icipe*'s research portfolio. In addition, *icipe*'s capacity building encompasses the key role as coordinator of the African-led Partnership for Skills in Applied Sciences, Engineering and Technology - Regional Scholarship and Innovation Fund (PASET-RSIF) which currently has close to 300 enrolled PhD scholars. Employing over five hundred international and national staff, *icipe* also has a major campus in Mbita in the western region of Kenya, field stations in Muhaka at the Kenyan coast region and at Nguruman in the Kilimanjaro region, and country offices in Ethiopia, Uganda, and Benin. For additional information, visit: [www.icipe.org](http://www.icipe.org)

*icipe* is seeking its next inspirational and visionary **Director General (DG)** who will build on the Centre's strong reputation and credibility and further develop its institutional goals in a dynamic changing environment. As *icipe*'s DG, the incumbent will provide overall intellectual and strategic leadership in all areas of *icipe*'s activities, including ensuring impact orientation, relevance to stakeholders and progress towards the vision and mission of the Centre. Click here to download *icipe*'s Vision and Strategy 2021–2025:

[http://www.icipe.org/system/files\\_force/about/corporate\\_publications\\_files/icipe\\_Vision\\_and\\_Strategy\\_2021-2025.pdf](http://www.icipe.org/system/files_force/about/corporate_publications_files/icipe_Vision_and_Strategy_2021-2025.pdf)

This position is a leadership role for the entire organization and calls for strategic vision, scientific excellence, innovative thinking, collaboration, dialogue, networking, management of change, as well as social and political acumen. Working under the overall guidance of and reporting directly to the *icipe*'s Governing Council (GC), the DG is responsible for the achievement of the Centre's operating goals and objectives and the minimization of risks to the Centre while ensuring that the Centre continues to increase its financial resources, balance its budget and grow its reserves.

### LIVING IN NAIROBI, KENYA

Nairobi, the capital city of Kenya, is cosmopolitan and has a population of over four million, hosts all the urban and social amenities, and offers a comfortable, convenient, and pleasurable life. A wide variety of excellent international schools and well-equipped medical facilities are open 24/7 in Nairobi, and it is well connected to other parts of the world and accessible by various reputable international airline carriers. Nairobi is also a regional hub of many commercial and non-governmental organizations and has a thriving international research scene, hosting various CGIAR Centres as well as several UN agencies.

## OVERALL PURPOSE OF THE JOB

Overall responsibility to execute the Centre's business strategies and for the achievement of the Centre's operating goals and objectives and minimization of risks to the Centre while ensuring that the Centre continues to balance its budget and grow its reserves.

## SPECIFIC DUTIES

### Vision and strategic planning

Develop high-quality business strategies and plans and ensure the alignment of strategy with objectives. Lead in the development and execution of the *icipe*'s long- and short-term vision and strategy to solve global issues of food and nutrition security, public health, poverty alleviation and sustainable development.

### Research leadership and management

The DG delivers highest-quality scientific research for development (R4D) for solving complex problems according to the remit of *icipe* vision and strategy (V&S) as well as significantly increases financial resources to advance the R4D agenda. S/he provides intellectual and specific scientific leadership of the highest order that generates high-quality, client focused, integrated outcomes. S/he forges and maintains complex yet strategic partnerships with both traditional and non-traditional partners to maintain and build relationships that advance *icipe*'s R4D agenda. S/he plans cost-effective operations and R4D activities and ensures continuous improvement in the quality and value of services and products provided by the Centre.

### Research agenda

The DG, together with *icipe*'s management team, identifies research opportunities that are aligned with the objectives and policies of the Centre to ensure excellent science for impact. S/he negotiates alliances and partnerships with clients and investors, other providers, and private sector interests to further the business of the Centre. S/he and the management team define, prioritize, and clarify *icipe*'s role in cooperative activities and manage the Centre's Intellectual Property. They develop plans to maximize R4D impact, identify opportunities, and keep abreast of the markets and industry trends.

### Resource mobilization and business development

The DG leads the resource mobilization efforts of *icipe* to secure adequate financial resources from both traditional and non-traditional donors to implement the Centre's R4D agenda. S/he builds long-term trusting relationships with funders and key partners and aligns *icipe* with donor priorities to guarantee the sustainability of the Centre.

### Partnerships

The DG provides leadership in stakeholder management and utilizes tact and diplomacy to forge strong, sustainable alliances and partnerships internally and externally, often involving multinational, multidisciplinary public and private sector groups. S/he engages in facilitating interactions with all R4D partners and host governments to ensure the partnerships and alliances meet the strategic objectives of the Centre.

### Communication

The DG serves as the spokesperson of the Centre on all matters and leads the *icipe* management team in communicating the Centre's vision, mission, overall direction, scientific purpose, research outputs, applications, relevance and impact to the science community, funders, external experts, agencies, stakeholder, and end-users. S/he executes public speaking and representational appearances through seminars, conferences and professional networking in a professional manner and uses a range of communication tools to ensure that *icipe*'s R4D agenda remains visible on the global R4D arena.

### Administrative leadership and management

The DG oversees the management of human, financial and physical resources to achieve defined R4D outputs and other institutional objectives. S/he oversees the Centre's financial performance, investments and other income-generating ventures. S/he supervises the development of annual plans and budgets and ensures the establishment of proper internal monitoring and control systems and procedures, tracks the progress of business initiatives, and provides solutions to ensure the Centre's survival and growth. S/he directs the establishment, updating and alignment of the Centre's policies and legal guidelines and negotiates and approves agreements and contracts for the Centre.

## Team

The DG is responsible for providing leadership and direction to the Centre and for instilling team attitudes and cooperative partnership approaches in senior management and other staff. S/he motivates and provides leadership to key staff and maintains a conducive work environment for attracting, retaining, and motivating employees. S/he manages the Centre's organizational structure, hires key staff to guide Centre employees in all areas of operations. S/he supervises and evaluates the work of key staff and stimulates career development incentives to attain desired results. S/he manages performance issues affecting the Centre, resolves conflicts promptly and ensures that *icipe's* work remains cohesive and makes certain that responsibility and accountability are actively reinforced.

## Corporate responsibility

The DG advises the Governing Council (GC), governments and other stakeholders on all matters relating to the implementation of *icipe's* mandate, and ensures the provision of regular, thorough, and prompt communication to the GC on key technical, financial and administrative matters. S/he coordinates and prepares reports and other submissions for consideration by the GC while ensuring that there is effective communication between the management and the GC as well as between various levels of management. The DG fosters a corporate culture that promotes the Centre's complicity with legal and ethical practices, good corporate citizenship and maintenance of high social responsibility wherever the Centre does business.

## Other

The DG performs any other duties as may be necessary to achieve the Centre's objectives as set out in the Charter.

## QUALIFICATION, KNOWLEDGE, SKILLS AND ABILITY

- A PhD in Life Sciences or related areas.
- A superior creative research record and excellent quantitative and qualitative analytical skills.
- 20 years of professional experience with sustained evidence of transformation and accumulation of responsibilities in science and its administration as applied to developing countries.
- In depth knowledge of the funding market, changes, and forces that influence the research industry matched with proven record in successful resource mobilization.
- Excellent communication and presentation skills and the ability to translate and communicate complex subjects.
- Excellent organisational and time management skills, ability to multi-task, mentor, and work in a multicultural environment.
- Excellent interpersonal and leadership skills.
- Experience in developing strategic and business plans.
- Familiarity with R4D industry laws and management best practices.
- Working knowledge of corporate governance, finance and people management principles.
- A proven record in executive leadership of a complex institution.

## REPORTING

This position reports to the Governing Council (GC).

## HOW TO APPLY

To apply, please submit a detailed CV, the names and addresses of three referees and a covering letter detailing how you fulfil the role description to: [dg.applications@icipe.org](mailto:dg.applications@icipe.org). Applications will continue to be accepted until the position is filled. The first review of the applications will be done on the 20<sup>th</sup> February 2023.

Salary and benefits are commensurate with the seniority of the position.

***icipe is an equal opportunity employer. It fosters a multicultural work environment that values gender equity, teamwork, and respect for diversity. Consideration for employment is given to qualified applicants regardless of race, color, age, gender, religion, disability status, national and ethnic origin, or social status.***