

## Chief Executive Officer

*Opportunity to lead an internationally recognised intergovernmental not-for-profit organisation*

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**CABI** has retained Kincannon & Reed to recruit a Chief Executive Officer (CEO) to succeed an exceptional leader who will retire in 2020. We seek talented and highly respected leaders from the agribusiness, food, and biotech sectors, as well as not-for-profit organisations, who have a passion for addressing issues of global concern such as improving global food security and safeguarding the environment.

### The Organisation

Headquartered in the UK, **CABI** ([www.cabi.org](http://www.cabi.org)) has a history of over a century of scientific endeavour. Since its beginnings as an entomological committee, CABI has developed into an international development-led organization, supported by both a renowned publishing division and a solid scientific research base. CABI today is an inter-governmental, not-for-profit organization established by a United Nations treaty-level agreement between 49 Member Countries. The mission is to improve people's lives worldwide by providing information and applying expertise to solve problems in agriculture and the environment. CABI does this by putting information, skills and tools into people's hands. In 2018, the CABI-led Plantwise programme reached 18.3 million farmers taking the cumulative total to over 30 million across over 58 countries. In addition, there were 169 staff publications published.

CABI's 49 member countries guide and influence the organisation's work which is delivered by almost 500 staff based in a global network of 14 centres. Each member country has an equal role in the organization's governance, policies, and strategic direction, in addition to enjoying several privileges and services relating to the organisations scientific expertise, products and resources. These include disease identification, capacity building and information products.

CABI is governed by an independent Board, an Executive Council and the Member Countries through a Review Conference. The supreme governing board is the Review Conference of Member Countries, which reviews CABI's work programme every three years and determines its broad policies and strategies. An Executive Council, with a representative from each Member Country, meets annually to monitor CABI's affairs and implement review conference resolutions. The council approves the annual budget, the admission of new members and takes other key decisions. The board oversees CABI's programmes and guides management on operational and strategic issues.

### The Position

The current CEO Trevor Nicholls has guided the successful development and growth of CABI for the past 15 years. The next CEO will build upon his legacy and will have significant influence on the organisation's long-term strategy and direction. Reporting to the Board, the new CEO will lead, manage, and motivate the organisation to deliver its mission to Member Countries to improve livelihoods and solve problems in agriculture and the environment, within a framework of good corporate governance and financial sustainability, through activities in scientific publishing, international development and scientific research.

Specific *external* responsibilities include:

- Represent the organization in its dealings with third parties, and enter into agreements and arrangements on behalf of the organization with the approval of Board or Executive Council as necessary.

- Identify relevant dedicated public/private funding mechanisms, as well as new national/regional partnerships, and coordinate the securing of large-scale, multi-partner and multi-stakeholder projects and programmes in agriculture and the environment.
- Represent and promote CABI globally/regionally at conferences, workshops and media opportunities so as to raise CABI's profile.
- Foster the development of new and strategic partnerships and business opportunities and ensure the organisation's alignment with the priorities of Member Countries and the international community in general, particularly in relation to climate change, gender and youth.
- Build relationships with senior figures within donors, foundations, private sector and governments (particularly Member Countries) in order to increase CABI's recognition and influence.

Specific operational and governance responsibilities include:

- Oversee implementation of the annual business plan and ensure its delivery through the executive and senior management groups and staff across the organisation. Encourage innovation across the organization and ensure that a steady stream of new customer-driven product and service ideas, supported by evidence-based business plans, are brought to market every year.
- Drive ongoing efficiency and effectiveness improvements to increase revenue and operating surplus for the organization and identify, monitor, and manage or mitigate key operational, financial and reputational risks that might impact the organisation.
- Take overall responsibility for the management, motivation, development, and appointment of all staff of the organization.
- Lead, manage, motivate, and develop the members of the Executive Management Team (EMT) and ensure that they have clear objectives and accountabilities against which individual and team performance is assessed on a regular basis.
- Maintain a productive working relationship with the Chair of the Board to agree agenda, papers, and discussion topics for Board meetings as well as resolving any issues hindering Board effectiveness.
- Ensure careful planning and professional delivery of successful events for Member Country engagement, particularly the Review Conference, Regional Consultations and the Executive Council.
- Ensure that the reporting duties of the organisation to the Executive Council are carried out as specified by the CABI Agreement
- Develop and gain Review Conference approval for CABI's long-term and medium-term strategy that capitalises upon the organisation's current expertise and paves the way for new donor- and/or private sector-funded projects and programmes

The position is based at CABI's UK headquarters in the historic market town of Wallingford to the south of Oxford on the River Thames. A brand new headquarters building is currently under construction and is scheduled to open in mid-2020. With excellent road and rail links to London and Heathrow airport and an abundance of good schools, universities, and amenities, Wallingford is a highly desirable place in which to live and work.

### **Candidate Profile**

CABI seeks a CEO with strong executive presence, leadership skills, and results orientation who is a visionary leader and business-builder and is motivated by the opportunity to further accelerate the organisation's

growth and development. A strategic thinker, persuasive communicator, and effective manager, s/he will be the global face of the organisation.

The ideal candidate will have most or all of the following experience, skills, knowledge, and personal characteristics:

*Experience / Education*

- Professional experience at main or subsidiary Board level ideally within a life science, agriculture or food based organisation leading the development and implementation of large-scale, multi-stakeholder programmes/projects under public and/or private funding schemes.
- Track record of international success in public or private organisations and ideally including private sector experience within a commercial function.
- Demonstrable commercial experience driving successful business development or fundraising activities.
- Experienced leader who can attract, retain, and motivate high-calibre talent, connect with staff at all levels, and foster a culture of results-orientation, collaboration, and mutual respect.
- Strong science background ideally with a higher degree qualification in life sciences and/or significant experience of working in relevant sectors over an extended period, and professional exposure to aspects of agriculture and the environment with a broad understanding of the issues in international development.

*Skills / Personal Characteristics*

- Strategic thinker who understands the importance of a clear vision and focused mission with measurable outcomes.
- Proven ability to break down goals into achievable milestones with associated action plans, and deliverables, to anticipate problems and take advantage of opportunities.
- Strong executive presence and excellent interpersonal, influencing and communication skills.
- Culturally sensitive and comfortable interacting at very senior levels with diverse range of international public and private stakeholders.
- Demonstrates self-confidence, resilience, creativity, and an ability to handle a demanding workload with frequent international travel, combined with strong emotional intelligence and unquestioned integrity.

**For consideration as a candidate or to suggest a prospective candidate, please contact in confidence:**

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