



**Title:** Director, AWARD  
**Position:** Internationally Recruited  
**Post Location:** Nairobi, Kenya



## Overview of AWARD

### Our Vision of Success

- Critical advances and innovations in agricultural development for Africa are led and enriched by the contributions of capable, confident, and influential African women.
- The agricultural research and development sector demonstrates increasing responsiveness to the needs and contributions of women.

### Our Mission

To build an effective and transferable career-development program for women in agricultural research and development in sub-Saharan Africa.

### Who We Are/What We Do

AWARD is a career-development program that equips top women agricultural scientists across sub-Saharan Africa to accelerate agricultural gains by strengthening their research and leadership skills, through tailored fellowships. AWARD is a catalyst for innovations with high potential to contribute to the prosperity and well-being of African smallholder farmers, most of whom are women.

AWARD Fellows benefit from two-year fellowships focused on establishing mentoring partnerships, building science skills, and developing leadership capacity. AWARD's holistic career-development program is unique, resulting in sharpened skills in science, research, and writing, as well as in mentoring, team management, and leadership, all conducted with a focus on gender issues.

AWARD was launched in 2008 with a five-year grant from the Bill & Melinda Gates Foundation, which was renewed for a second five-year phase in 2013, up to 2017. Today, AWARD is generously supported largely by the Gates Foundation and the United States Agency for International Development, as well as by the Alliance for a Green Revolution in Africa and the Agropolis Fondation.

To date, 320 African women scientists from 11 eligible countries (Ethiopia, Ghana, Kenya, Liberia, Malawi, Mozambique, Nigeria, Rwanda, Tanzania, Uganda, and Zambia) have benefited from an AWARD Fellowship. AWARD is also conducting a pilot project with women from five francophone countries (Burkina Faso, Cameroon, Côte d'Ivoire, Mali, and Senegal). Some 3,500 women have applied for the 390 AWARD Fellowships offered since the program began.

AWARD works in partnership with regional networks and African national agricultural research organizations (NARS) across the continent, as well as with scores of international and private-sector organizations, including the 15 centers of the Consultative Group on International Agricultural Research (CGIAR) Consortium.

AWARD is a privileged service provider of the CGIAR, and is hosted by the World Agroforestry Centre (ICRAF) in Nairobi, Kenya.

## **Our Point of View**

The agricultural sector must greatly increase its responsiveness to the needs and contributions of women if it is to be effective and sustainable, nowhere more so than in Africa. We believe that advances and innovations in agricultural research and development will happen all the more surely when led and enriched by skilled and influential African women.

The cultivation of high-potential African women scientists will yield enduring improvements in the quality and relevance of the agricultural value chain. Their ideas, talents, and productivity will prove vital in addressing the urgent imperative of smallholder farmers' success. With the full scientific community working together—women and men—the transformative power of robust, sustainable, and gender-responsive solutions is within reach.

## **Our Story**

Building a new generation of African leaders for agricultural research and development, AWARD fast-tracks women who pioneer methods, technologies, and policies that are relevant to smallholder farmers, most of whom are women. With a commitment to excellence at every step, AWARD invests in a synergistic and strategically aligned approach to career development that inspires purposefulness and resilience, and prioritizes strong relationships. Through collaboration, we accelerate impact across the agricultural research and development landscape to benefit the whole of Africa.

## **Our Approach**

AWARD meets women where they are. We support each one uniquely to reveal hidden talents and cultivate known strengths so that she reaches her full potential. We encourage women as they rise to meet emerging needs, embracing the challenges inherent in stepping up. They enjoy the confidence that comes through professional achievement and experience the satisfaction of seeing smallholder farmers thrive.

## **Why AWARD?**

An essential step toward improving outcomes for Africa's smallholder farmers includes strengthening the voice of its women, on the farm, in the laboratories, in markets, and in policy forums. As part of the solution, it is critical to support the careers of African women agricultural researchers so they may contribute to poverty alleviation and food security at the highest possible levels.

AWARD is cultivating a growing pool of African women to be (a) effective within agricultural research and development institutions supporting the agricultural value chain; (b) effective across a range of research disciplines serving the sector; (c) responsive to gender issues in the service of women, without excluding men; and (d) technically competent to generate innovations needed by rural smallholders, most of whom are women.

## **Director's Role**

Passionate about AWARD's mission, the Director creatively leads, manages, and advances the program, empowering innovation through the following activities:

1. Strategy and Design
2. Leadership
3. Resource Mobilization, Donor Relations, and Partnerships
4. Staff Direction
5. Management
6. Communications and Representation

## **Roles and Responsibilities**

### **1. Strategy and Design**

- Identify and design new strategic initiatives consistent with AWARD's mission, in consultation with AWARD's Steering Committee, including possible expansion and adaptation for new regions
- Liaise with current donors, potential donors, and implementation partners about funding and participation in current and new initiatives
- Build on and further strengthen AWARD's unique strategy for fast-tracking the careers of African women in agricultural research across sub-Saharan African countries
- Review and enhance AWARD's activities for institutional capacity development for gender-responsive agricultural research and for strengthening the sustainability of AWARD's outcomes
- Develop strategies for alumnae services

### **2. Leadership**

- Manage US\$40 million, 10-year grant budget up to 2017, and produce funding proposals as needed to raise about US\$4 million per annum, starting in 2016
- Encourage innovation and continuous learning of AWARD Fellows and Mentors, in an open, knowledge-sharing environment, promoting collaboration and learning across organizational boundaries
- Ensure that staff members understand and model AWARD's core values: inclusion, respect, teamwork, and a commitment to world-class performance
- Liaise with senior leadership of academia, NARS, and other AWARD partners
- Serve as Secretary on the AWARD Steering Committee
- Serve as authorized decision maker within ICRAF's guidelines for directors regarding AWARD's programmatic and financial responsibilities

### **3. Resource Mobilization, Donor Relations, and Partnerships**

- Build and sustain an extensive array of implementation partners, including regional networks and NARS, together with AWARD trainers
- Ensure that all donor reports are accurate and timely
- Ensure appropriate synergies with ICRAF and the CGIAR system

### **4. Staff Direction**

- Inspire, guide, and advise AWARD's staff team of 15 (including six management direct reports)
- Supervise and evaluate performance of direct reports, enabling opportunities for professional development

### **5. Management**

- Manage AWARD's budget to support implementation with a high level of excellence and efficiency
- Extend the development of AWARD's theory of change and monitoring and evaluation system to ensure learning and adaptive management for effectiveness

- Communicate the program's activities and achievements to key stakeholders, including senior leadership, donors, and key implementation partners

#### **6. External Representation**

- Deliver speeches, panels, workshops, meetings, media interviews, etc. at regional and international events, as AWARD's top spokesperson and advocate

#### **Key Performance Indicators**

1. AWARD's world-class reputation is sustained and enhanced
2. AWARD's impact is clearly measurable by the career achievements of AWARD Fellows
3. High-quality annual AWARD program activities are delivered successfully, on time and within budget
4. Appropriate avenues of growth are built, established AWARD activities are enhanced
5. AWARD staff members continue to operate as a high-performance team
6. Confidence of AWARD Steering Committee is sustained
7. Productive relationships are maintained with partners, donors, and ICRAF management

#### **Required Expertise and Qualifications**

- Substantial experience in leadership and management preferably at a senior level in a scientific, academic, or development environment
- Advanced university degree in a related discipline
- Proven record of successful capacity development and fund raising
- Demonstrated expertise and achievement in gender issues in organizations and African agricultural development, and the corresponding institutional landscape
- Proven innovation and creativity as a leader
- Highly developed strategic skills
- Ability to inspire and lead a high-performance team
- Expert interpersonal skills, sufficient to sustain a broad range of relationships with AWARD participants, donors, and partners
- Advanced English language skills, especially in writing and making presentations

#### **Living in Nairobi**

Nairobi is a cosmopolitan city of about 3.1 million people, with a mild climate. The city offers excellent international schools and modern medical facilities, and is a convenient base for exploring Kenya's renowned wildlife parks. AWARD's attractive office campus is close to a range of social and sporting facilities. For more information, visit <http://www.expatarrivals.com/kenya/moving-to-kenya>

#### **Salary and Benefits**

An attractive salary and benefits package appropriate to this senior position will be negotiated.

#### **Applications**

Applications should include:

- (a) a one-page cover letter
- (b) an attachment (three pages maximum) summarizing the key career accomplishments that demonstrate and substantiate the candidate's experience and expertise, and ability to fill the Director role with distinction
- (c) a brief CV (five pages maximum)
- (d) the names and contact information of three professional references

Application deadline is **October 11, 2013**. Applications must be submitted by email to Bob Moore, AWARD's executive recruitment consultant, at [B.Moore@cgiar.org](mailto:B.Moore@cgiar.org). Applications are treated in strict confidence. Only short-listed candidates will be contacted and only their references will be contacted, with their prior agreement.

AWARD welcomes applications from all qualified candidates, particularly women.