



Appointment of Director



AMERICAS ASIA PACIFIC EMEA

Contents

- 03 Introduction
- 04 About AWARD
- 05 What we do
- 06 AWARD Strategy 2017 – 2022
- 07 Our structure
- 08 Job description
- 10 Person specification
- 11 How to apply



Introduction

Dear Candidate,

We are delighted that you are considering becoming our new Director and on behalf of the steering committee, we thank you for your interest.

Since our founding in 2008, AWARD has seen tremendous impact, continued relevance, and increased demand for our work. Today AWARD is recognized across the continent and globally as a leading champion for gender-responsive agricultural research. Among some of our accomplishments, the multi-partner One Planet Fellowship has seen us bring our capacity-building expertise to the climate change conversation. We have also customized our flagship AWARD Fellowship to suit institutional needs and increased the delivery of our interventions into francophone Africa, seeking, intentionally, to be more Pan-African. Through our Gender Responsive Agricultural Research and Development (GRARD) initiative, we continue to support national agricultural research institutions across Africa to better integrate gender into their research.

Our AWARD country chapters continue to drive the gender agenda in more contextually relevant ways across ten African countries and we have built a deep and diverse pool of highly qualified African trainers equipped to deliver AWARD training courses globally.

National and international institutions are increasingly turning to AWARD's Training Unit for customized learning experiences designed to strengthen leadership and mentoring skills, as well as enhance appreciation for gender expertise among the leadership of the agricultural sector. We continue our rigorous monitoring, evaluation and learning practices, publishing peer-reviewed scholarship while our op-eds, webinar series, and other digital platforms including our website and YouTube channel remain popular avenues to engage the research and development community and the public with our mission.

We now look to the future and to our strategy beyond 2022. The agriculture sector presents exciting opportunities for sustaining Africa's economic growth, and for ensuring that growth benefits all Africans. Yet, persistent gender gaps, climate change and pandemics such as COVID-19 continue to cripple efforts toward agriculture-driven development for the continent. Africa needs a renewed focus on building gender-responsive agricultural innovation systems with the ability to address the needs and priorities of the continent's populations.

If you share our values, vision, and passion to foster true, long-lasting change in people's lives, then, please take the next step and apply. We look forward to meeting you.

Professor Sanni O Lateef
Chairperson, AWARD Steering Committee





About AWARD

African Women in Agricultural Research and Development (AWARD) works toward inclusive, agriculture-driven prosperity for Africa by strengthening the production and dissemination of more gender-responsive agricultural research and innovation.

We envision a robust, resilient, and gender-responsive agricultural innovation system working to drive prosperity and food and nutrition security for Africa. Contributing toward this vision, AWARD partners with African scientists, research institutions, and agribusinesses to deliver cutting-edge, sustainable, gender-responsive agricultural research and innovation.

Our Story

AWARD was founded in 2008 as a career development program that sought to widen the pipeline of women agricultural researchers in leadership. At the time of our founding, our mandate was to equip top women agricultural scientists across sub-Saharan Africa to accelerate agricultural gains by strengthening their research and leadership skills, through our tailored flagship AWARD Fellowships.

The flagship AWARD Fellowship was designed as a catalyst for innovations with high potential to contribute to the prosperity and well-being of African smallholder farmers, most of whom are women.

The flagship AWARD Fellowship continues to have a well-recognized track record of success and has since benefitted 534 Fellows more than 1,500 individuals from 30 countries across Africa and beyond. The successes of the AWARD Fellowship led to scaling of the novel model to widen the frontiers of our capacity development interventions, beyond African female scientists and to include male scientists and emerging European scientists.

Five years into our founding, our mandate expanded beyond investing in individual scientists to working with agricultural research and development institutions to foster increased responsiveness to the needs and contributions of different women and men in the African agricultural landscape.

In 2017, as part of our strategic expansion, we launched an ambitious strategy designed to build gender-responsive agricultural research and development in Africa. While we continued investing in plugging the leaky pipeline by building the capacities of women scientists, the AWARD strategy 2017-2022 set us on path toward inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation.

What we do

We invest in African scientists and research institutions so that they can deliver agricultural innovations that better respond to the needs and priorities of a diversity of both men and women across Africa’s agricultural value chain. Four initiatives form the core of our programmatic activities:

1. Fellowships

Our Fellowships, inspired by the flagship AWARD Fellowship model, are designed to accelerate the careers of Africa’s researchers and their capabilities to lead and influence the agricultural research and development agenda in Africa.

2. Institutional Engagement

We work to strengthen national agricultural research and development research institutions to deliver their mandate in a gender-responsive manner. AWARD defines gender-responsive research as research that addresses the distinct needs and priorities of a diversity of both men and women across the agricultural value chain with the aim of closing the gender gaps that contribute to Africa’s low agricultural productivity.

3. Agenda Setting

We develop and influence global platforms that shape the narrative around gender-responsive agricultural research and development. Through these platforms, we amplify the voices of the African experts, foster experience sharing and learning, forge partnerships and collaborations and catalyse intergenerational learning.

4. AWARD Training

AWARD Training has been a major actor in the delivery of our interventions, taking a leading role in the design and delivery bespoke learning experiences. AWARD Training is strongly embedded in the Fellowships and institutional engagement. Increased demand from the larger ARD community for AWARD learning programs has called for us to scale out our learning programs by enhancing our training capacity and profile.

The infographic consists of four vertical panels, each with a distinct color and iconography. Each panel is divided into two sections: a top section with an icon and a bottom section with text. Arrows point from the top section to the bottom section.

- Panel 1 (Orange):**
 - Icon: Two people in a circle, one holding a flask.
 - Section: **Fellowships**. Our fellowships invests in building the science, leadership, and mentoring skills of high potential agricultural scientists.
- Panel 2 (Yellow):**
 - Section: **Gender Responsive Agricultural Research and Development (GRARD)**. We support African research institutions to enhance gender responsiveness within their research priorities and processes.
 - Icon: A classical building with columns in a circle.
- Panel 3 (Green):**
 - Section: **Gender in Agribusiness Investments for Africa (GAIA)**. We identify, spotlight, and support the growth of agribusinesses with the potential and commitment to bridge the gender gap in African agriculture.
 - Icon: A hand holding a plant with a dollar sign in a circle.
- Panel 4 (Blue):**
 - Section: **AWARD Training**. We design customized learning experiences to strengthen the mentoring, leadership, and scientific research skills of agricultural researchers and other decision-makers.
 - Icon: A person presenting to an audience in a circle.

AWARD Strategy 2017 – 2022

Our vision and mission

AWARD envisions a robust and resilient gender-responsive agricultural innovation system working toward agriculture-driven prosperity for Africa. Contributing toward this vision, AWARD is investing in African scientists and institutions to deliver and influence innovative, sustainable, gender-responsive agricultural research and innovation.

Guiding the execution of our mission are three pillars:

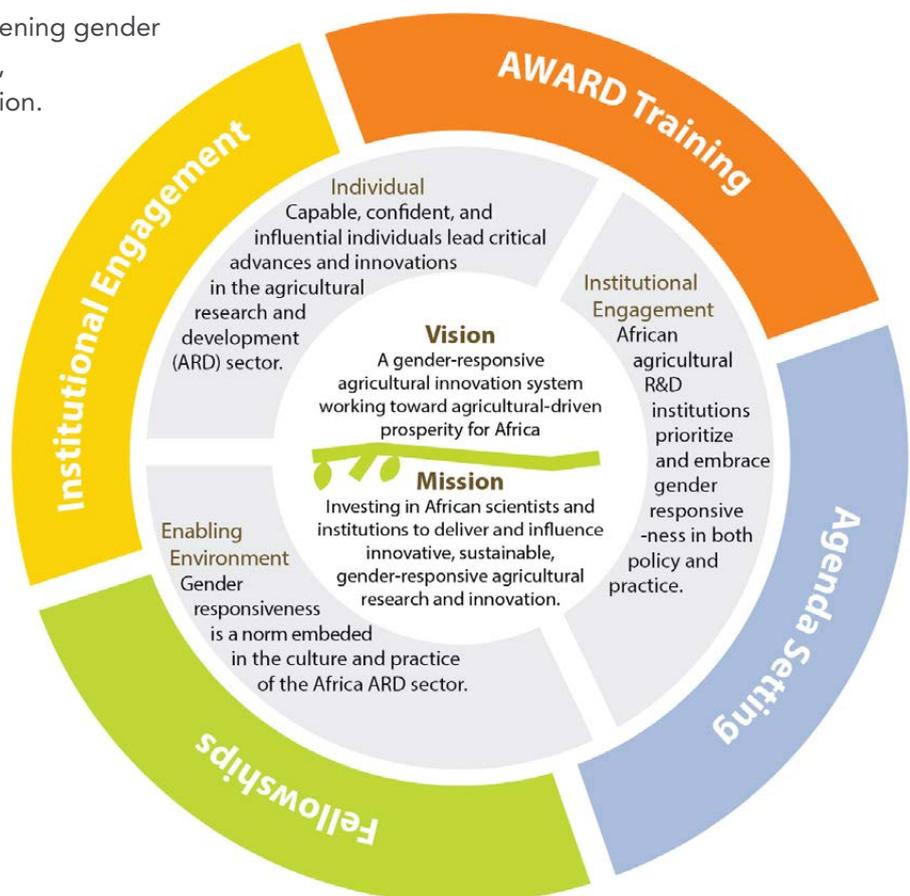
Pillar 1: We seek to have capable, confident, and influential individuals lead critical advances and innovations in the agricultural research and development (ARD) sector. We will continue to invest in high-achieving African scientists and to build the continent’s pool of talented innovators.

Pillar 2: We will support African ARD institutions to prioritize and embrace gender responsiveness in both policy and practice. We will work with selected partner institutions to grow their capacity for gender-responsive agricultural research by leveraging the talents of gender-diverse research teams, and by strengthening gender prioritization in research, design, implementation, and dissemination.

Pillar 3: We will work to ensure that gender responsiveness becomes an embedded cultural norm and practice in the African ARD sector by building an enabling environment for gender responsiveness. We will continue to focus on increasing the visibility of women scientists and leaders, generating and curating compelling evidence on the value of gender responsiveness in ARD. We will also work to transform the growing awareness of gender issues into policies, programs, and accountability mechanisms.

Our full strategy is available here:

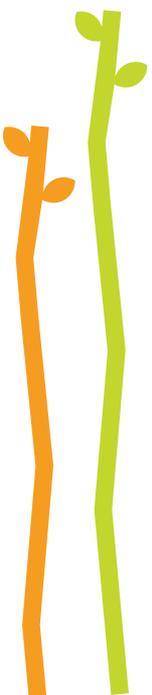
<https://awardfellowships.org/wp-content/uploads/2020/06/AWARD-Strategy.pdf>



Our structure

AWARD's team comprises c.20 full-time staff and periodically engages interns for industry-immersion programs. The team is organized into two broad departments/units: Programs and Operations. The organogram below provides an overview of our structure. The Programs department is tasked with programmatic design implementation, monitoring and evaluation. The Operations department includes the finance units, administration, training, and communication.

AWARD's functional organogram





Job description

As AWARD's new Director, you will provide strategic leadership and management to advance the aims of AWARD as a leading champion for gender responsive agricultural research. Passionate about our mission, the Director advances our agenda by creatively leading, managing, and engaging target beneficiaries, partners and staff to catalyze empowering innovation through the following activities:

Strategic Planning and Implementation

- Lead the development and implementation of AWARD's Strategic and Operational Plans (adapting to the realities of the COVID-19 Pandemic).
- Identify and design new strategic initiatives consistent with AWARD's mission, in consultation with AWARD's Steering Committee and Management Team.
- Actively identify new growth opportunities while leading and managing processes to refine the organization's mission and strategy to maintain relevance and impact.
- Liaise with current donors, potential donors, and implementation partners about funding and participation in current and new initiatives.

- Lead the development of annual budgets as well as annual operating plans. Monitor expenditures to ensure activities are operating within budgetary limits and according to grant agreements.
- Lead the development of guidelines on the implementation of ICRAF policies within the AWARD context.

Leadership & Management

- Lead, manage, coach and mentor culturally diverse AWARD staff, consultants and interns while ensuring that all AWARD units are appropriately staffed, well led, and managed for outstanding performance.
- Supervise and evaluate the performance of direct reports, enabling opportunities for professional development for all staff.
- Ensure that staff members understand and model AWARD's core values.
- Serve as Secretary on the AWARD Steering Committee.
- Serve as the authorized decision maker within ICRAF's guidelines for Directors regarding AWARD's programmatic and financial responsibilities.

Job description

Resource Mobilization, Donor Relations, and Partnerships

- Maintain and grow AWARD's financial resource base by building and sustaining an extensive array of donor partners as well as identifying and pursuing fundraising opportunities.
- Build and sustain an extensive array of implementation partners, including regional networks and National Agricultural Research Systems (NARS), together with AWARD trainers.
- Ensure appropriate synergies with ICRAF and the CGIAR system.

External Representation

- Communicate AWARD's activities and achievements to key stakeholders, including senior leadership, donors, and key implementation partners.
- Deliver speeches, panels, workshops, meetings, media interviews, etc. at regional and international events, as AWARD's top spokesperson and advocate.
- Develop management reports and share updates with the relevant internal and external stakeholders.

Key Performance Indicators

1. AWARD's world-class reputation is sustained and enhanced.
2. High-quality activities are delivered successfully, on time and within budget.
3. Identify and secure new funding while retaining existing donor partners.
4. An organizational culture of innovation, continuous learning and adaptive management in an open, collaborative environment is built and maintained.
5. Appropriate avenues of growth are built.
6. Maintain the confidence of AWARD's Steering Committee and AWARD's donors.
7. Productive relationships are maintained with partners, donors, and ICRAF management.
8. Data, evidence and learning from AWARD programs are translated into compelling narratives and action points that are shared with key stakeholders.





Person specification

- Minimum 10 years' experience in leadership and management preferably at a senior level in a scientific, academic, or development environment.
- A strategist with proven record of managing successful capacity development programs.
- A track record of raising funds as well as forging and maintaining external relationships.
- An innovative and creative leadership style.
- Ability to inspire and lead a high-performance team.
- Multi-cultural sensitivity.
- Emotional intelligence with expert interpersonal skills, sufficient to sustain a broad-range of relationships with AWARD participants, donors, and partners.
- Demonstrated problem-solving and risk-management skills.
- Capacity to network effectively, negotiate well and influence people.
- Agility and flexibility to thrive in a dynamic and fast evolving context.
- Minimum 5 years' experience in gender and/or women development initiatives.
- Thorough understanding of African agricultural research and development landscape, including university/higher education system is highly desirable.
- Advanced degree in social sciences, agricultural research or any discipline related to AWARD's work required. PhD is advantageous.
- Advanced English language skills, especially in writing and public speaking. Knowledge of French advantageous.



How to apply

To apply, please submit a CV and covering letter, detailing how you fulfil the role description and personal specification to <https://candidates.perrettlaver.com/vacancies/> quoting reference **5191**. The deadline for applications is **9am BST Monday 12th July 2021**.

The role will be based in Nairobi, Kenya (hosted by ICRAF) and the salary commensurate with the seniority of the appointment.

Longlisted candidates will be invited to interview with Perrett Laver in late July/early August and Shortlisted candidates to interview with AWARD in late August.

ICRAF recognizes that a diverse workforce is key to the achievement of its strategic goals and objectives, believing in a rich diversity to increase research and management excellence. Our processes, such as recruitment, are conducted in a manner that is sensitive to the need to maintain gender and diversity.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with is securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

Perrett Laver is a Data Controller and a Data Processor, as defined under the General Data Protection Regulation (GDPR). Our legal basis for much of our data processing activity is 'Legitimate Interests'. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website <http://www.perrettlaver.com/information/privacy-policy/>.





AWARD

African Women in Agricultural
Research and Development



8-10 Great George Street
London
SW1P 3AE
UK

T: +44 (0)20 7340 6200
F: +44 (0)20 7340 6201



AMERICAS ASIA PACIFIC EMEA