Appointment of
Chief Executive Officer
October 2021
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Introduction

Dear Candidate

We are pleased that you are considering becoming our new CEO. On behalf of our CEO Selection Committee we thank you for your interest.

ICRAF started in 1998 and CIFOR in 1993 with different geographical priorities. With the merger announced in Jan 2019, we combine at a time when our contribution can have maximum impact, on livelihoods, sustainable agricultural and agroforestry practices and climate change. Our combined strategy has influenced the 6th IPCC report and been used for the UN Decade for Ecosystem Restoration. Our contributions at the highest levels have been adopted into agro-ecological policy recommendations.

CIFOR-ICRAF’s publication record in agricultural research, taken with our experience in training the trainers, our sector-leading partnerships and gender-sensitive implementation of development projects on the ground, is testament to our capacity to make meaningful change.

Our strategy focuses on the Global South with Africa India and Southeast Asia as the key operational areas and we have been responsive to the needs of our target beneficiaries and to changing donor requirements.

We have made knowledge products a cornerstone of our platform which integrates the interests of donors, beneficiaries and stakeholders. We have strong representation of indigenous peoples and youth in our Global Landscape Forum. We recognise the needs of the private sector, local governments and donors to engage in innovative financial solutions with Resilient Landscapes.

We are now seeking a Chief Executive Officer (CEO) who will lead the merged institution, be responsible for developing growth plans and its further evolution. You will be an inspirational and visionary individual who displays and sets the tone for professional values such as excellence, teamwork, diversity, and innovation to take CIFOR-ICRAF to the next level and increase our impact at this critical moment for change and action.

If you share our commitment to small holder farmers’ livelihoods, to nature-based solutions, to quality applied research, please take the next step and apply.

We look forward to hearing from you.

M Claire O Connor, Chair
Getachew Engida Vice Chair
On behalf of CEO Selection Committee
Vision – an equitable world in which viable livelihoods in resilient landscapes foster wellbeing for people, trees, and the environment.

Mission – to harness the power of science and innovation to improve the benefits that forests, trees, soils, and their sustainable management can provide to all of humankind, for a more resilient, equitable and prosperous future.

Values – Working with nature » Commitment to research for impact » Integrity and professionalism » Respect, partnership, and collaboration » Innovation » Efficiency and effectiveness.

CIFOR-ICRAF has emerged out of two of the world’s leading science and development organisations focused on forestry and agroforestry, the Centre for International Forestry Research (CIFOR) and World Agroforestry (ICRAF). Our expertise combines science-based policy advice with project implementation and analysis that leverages nearly seven decades of experience and over $1.8 billion in research investments. Through long-established relationships of over 2,200 active partnerships in 92 countries with diverse skills of our 700 staff, we address local challenges and opportunities while solving global problems through nature-based approaches.

CIFOR-ICRAF’s research and development expertise is complemented by a unique group of entities which combine science, finance, collaboration, advocacy, and the delivery of living knowledge: Resilient Landscapes and the Global Landscapes Forum.

To learn more about us, please visit our websites:

www.cifor-icraf.org
https://resilient-landscapes.org/
https://www.globallandscapesforum.org/
Our focus is on contributing to a decisive shift in global trajectories: from a future of environmental destruction and livelihood crises to a future of prosperity and planetary health. This strategy reflects the confidence we feel in the relevance of our approach, and the urgency to step up and support the rapid and radical transformation that is so badly needed.

To deliver actionable, game-changing solutions to the five global challenges, we have organized our research teams around the following five themes:

1. Trees and forest genetic resources & biodiversity
2. Sustainable value chains and investments
3. Governance, gender, justice and well-being
4. Climate change, energy and low-carbon development
5. Soil and land health

To download the full strategy, please visit https://www.cifor-icraf.org/publications/pdf/CIFOR-ICRAF-Strategy.pdf
Our leadership

- A Common CIFOR–ICRAF Board of Trustees, an integrated leadership team and a jointly constituted research division. The latter consists of the Directorate of Science (with thematic focus and regional representation) and the Directorate of Innovation and Impact (focused on supporting the acceleration of impacts).

- Combined communications, partnerships and resource mobilization functions directly support the research division. All is underpinned by a streamlined Directorate of Corporate Services.

Together, CIFOR-ICRAF have a combined annual budget of $100+ million and employ about 700 people in 20 countries throughout the global South.

Our finances

Please see our respective financial statements here:


Combined financial statements will be released in the coming financial year end.
CIFOR-ICRAF seek to appoint a Chief Executive Officer (CEO) who will lead the merged institution and be responsible for developing its growth plans and further evolve and adapt the Corporate Strategy (2022 to 2030) and companion Business Model.

We are seeking an inspirational and visionary individual who displays and sets the tone for professional values such as excellence, teamwork, diversity, and innovation to take CIFOR-ICRAF to the next level and further increase its impact at global level. Working under the overall guidance of the CIFOR-ICRAF Common Board and supported by a diverse Senior Leadership Team, the CEO will build on our strong reputation and credibility. The CEO will oversee the development of CIFOR-ICRAF policies, systems, processes and practices, consolidate existing strengths and identify new opportunities and approaches in a dynamically evolving environment to ensure ambitious strategic goals are met.

This is a top leadership role in an exciting international environment which requires strategic vision, gravitas, humility, innovative thinking, collaboration, dialogue and networking, change management, emotional intelligence as well as political acumen.

Duties and responsibilities

The CEO will:

**Strategic Management**

- Develop, review, and oversee the implementation of the CIFOR-ICRAF strategic plan and deploy sound procedures for change and growth.
- Conceptualize and deliver approaches for placing the organization at a leading position globally.
- Build and enhance strategic partnerships, as well as ensure CIFOR-ICRAF’s visibility and competitive positioning within relevant sectors.
- Embody CIFOR-ICRAF values in directing institutional culture towards delivery and impact.
- Serving as an ex-officio member of the Common Board of Trustees, drive implementation of a long-term strategic program for the organization and ensure accountability of the leadership team for delivering on the Business Model and Operational Plan.
Management of People, Finance, Systems

- Have strategic and operational responsibility for CIFOR-ICRAF staff, finances, and systems that support growth of programs and ensure efficiencies.
- Establish effective systems to track and evaluate CIFOR-ICRAF performance and provide direction to ensure the institutional viability, financial and operational health of the organization.
- Maintain a healthy, productive, and supportive work environment and culture that mentors, nurtures, and enables staff to reach their potential.

Relationship Management, Resource Mobilization

- Mobilize and leverage the power of relationships and networks across both public and private sectors to elevate CIFOR-ICRAF’s impact and brand.
- In coordination with staff, design and roll out fundraising strategies to support both existing and new mission aligned programs and pursue new revenue streams.

Compliance, Risk Management and Governance

- Ensure that CIFOR-ICRAF reliably achieves its objectives, addresses ambiguity, acts with integrity in line with policies and processes and ensure adherence to the hosting agreements.
- Identify and mitigate or exploit risks that could hinder or benefit CIFOR-ICRAF in achieving its objectives.
To succeed in this role, the candidate will demonstrate:

- Ability to define clear goals and inspire people to achieve them.
- Experience in leading a high-performing organization with a culture of enabling and empowering people.
- Exceptional interpersonal and team-working skills, with a proven ability to motivate, earn trust and enthuse whilst delegating appropriately to focus on strategic issues.
- Emotional Intelligence is as vital as IQ, this position calls for substantive leadership experience gained within international and diverse settings.
- A deep understanding of and commitment to the work of CIFOR-ICRAF and understanding of broader scientific developments.
- Proven ability to translate vision into effective strategy.
- Ambition and energy to pursue the plans for consolidation and operational delivery.
- Experience of designing, developing, and implementing business strategies, under the overall guidance of the Common Board.
- Proven experience of inspiring and motivating large teams and a talented workforce with diverse needs.
- Innovative skills in fundraising and ability and drive to seek new revenue streams and business models.
- Credibility and influence with donors, investors, national stakeholders, partner organizations.
- Sound operational, financial and risk management skills and control responsibility.
- Proven skills in change management and organizational development, ideally in a post-merger environment.
- An understanding and commitment to organizational equity, inclusion, and diversity.
- Experience of rapid problem-solving at a high level.
- Strong communication and presentation skills, actively and visibly representing the organization and its mission towards different stakeholders.
- Specialist knowledge of rural development, political economy, land use change, social inclusion, and equity, and/or environmental issues.
- Working knowledge of Bahasa, Spanish and/or French is desired.

**Qualifications and experience**

- A PhD, or equivalent qualifying experience, in a relevant field.
- At least 10-15 years at a senior leadership level in a similar, or aligned, organization.
- Exposure to organic expansion and post-merger integration is desirable.
- Strong analytical and strategic acumen to grasp the complexity of the CIFOR-ICRAF structure and develop it further (i.e., shape its success for the next 10-20 years.)
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 5309.

The deadline for applications is Monday 15th November 2021.

The role location will ideally be Nairobi/Kenya although being located at the alternate CIFOR-ICRAF HQ location (Bogor/Indonesia) as well as other locations could be agreed upon for an exemplary candidate.

We offer a collegial, diverse and gender-sensitive working environment, and we particularly encourage applications from qualified women and under-represented communities.

The salary is commensurate with the seniority of the appointment (CIFOR-ICRAF)

Protecting your personal data is of the upmost 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.

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Accessibility Statement

Should you require access to these documents in alternative formats, please contact: Mandy Wedgwood mandy.wedgwood@perrettlaver.com (Project Manager).

If you have comments that would support us to improve access to documentation, or our application processes more generally, please do not hesitate to contact us via accessibility@perrettlaver.com.