Join CIMMYT and make a difference!
Research Station Manager, Kiboko (Ref. No.202366)

About our organization:
The International Maize and Wheat Improvement Center (CIMMYT) is a cutting edge, non-profit, international organization dedicated to solving tomorrow’s problems today. It is entrusted with fostering improved quantity, quality, and dependability of production systems and basic cereals such as maize, wheat, triticale, sorghum, millets, and associated crops through applied agricultural science, particularly in the Global South, through building strong partnerships. This combination enhances the livelihood trajectories and resilience of millions of resource-poor farmers, while working towards a more productive, inclusive, and resilient agrifood system within planetary boundaries.

CIMMYT is a core CGIAR Research Center, a global research partnership for a food-secure future, dedicated to reducing poverty, enhancing food and nutrition security and improving natural resources. The CIMMYT Regional office for Africa is located at the World Agroforestry Centre (ICRAF) at Gigiri, Nairobi, with country offices in Ethiopia, Senegal, and Zimbabwe.

In Kenya, CIMMYT is hosted by World Agroforestry (ICRAF), that is headquartered on United Nations Avenue, Nairobi.

We invite you to learn more about CIMMYT and World Agroforestry by accessing our web sites: www.cimmyt.org and www.worldagroforestry.org

CIMMYT is looking for a:
Research Station Manager, Kiboko

The Research Station Manager will be responsible for overseeing and managing various aspects of the crop research operations at Kiboko, including planning, organizing, and executing together with CIMMYT scientists and technicians an array of research activities, ensuring the highest compliance with safety, regulatory, and ethics standards, and innovating on the overall efficiency of station operations.

Summary of responsibilities
1. Farm operations management:
   - Overall site management, including allocation of land/greenhouse and other resources in consultation with internal stakeholders.
   - Develop and implement plans and protocols for effectively managing breeding nurseries, including planting, fertilization, pest control, irrigation, harvesting, and storage.
   - Supervise and participate in day-to-day site operations, including land preparation, planting, data collection, and maintenance of research plots.
   - Advance planning and forecasting for resource use and requisitions of farm inputs, supplies, and other consumables in a timely manner, in consultation with internal stakeholders.
• Responsible for optimal use of inputs (labour, fertilizers, agrochemicals, pollination supplies, fuel, etc.)
• Ensures maintenance of soil fertility at the research station by following suitable agronomic practices, including soil testing, crop rotation, and green manuring.
• Develop standardized data collection procedures in coordination with CIMMYT scientists and ensure accurate and reliable data acquisition.
• Promote the use of digital tools, such as mobile data collection devices, bar codes and readers, and data recording in internal databases.
• Define and measure operational metrics and key performance indicators for each activity.
• Implement a robust quality management system to meet customer needs in an efficient and timely manner.
• Keep abreast of emerging trends, technologies, and best practices in crop research, and incorporate them into farm operations, as appropriate.

2. Team management:
• Lead, train and supervise a team of research technicians and farm staff, providing guidance and support to ensure efficient operations.
• Responsible for recruiting casual labor on a daily basis, maintaining, validating, and sharing the labor records on a regular basis with the concerned.
• Planning and coordinating training activities, including occupational health and safety, to improve the skills and knowledge of the staff.
• Foster a collaborative and inclusive work environment, encouraging teamwork, professional development, and knowledge sharing among team members.

3. Compliance and Safety:
• Ensure all operations are in compliance with the relevant regulations, permits, and certifications (local government, environmental, etc.) as well as CIMMYT’s policies and procedures.
• Develop, implement, and enforce occupational health and safety (OH&S) protocols to minimize risks to personnel, equipment, and the environment.

4. Budgeting and Resource Management:
• Design and implement proper costing of research operations, such as cost per row, cost per plot, etc.
• Develop and manage research farm budget, monitor expenditures, and ensure cost-effective and judicious utilization of resources.
• Ensure judicious use of petty cash and cash advances as per established finance policies and agreed-upon budgets, and reporting these expenses in a timely manner.
• Effectively maintain asset registry, and proactively maintain the assets in a timely manner, and attend to repairs, as and when needed.
• Develop long-term facility improvement plans, including identification of capital expenditure (CAPEX) investments.
• Ensure proper maintenance of warehouse, with dynamic monitoring of the assets.
• Ensure proper maintenance and disposal of farm produce, adhering to the institutional policies and procedures.
• Ensures proper protection of the facility assets together with the security staff, and promptly reports on any incidents to the supervisor/s.
Requirements

- Master’s degree in Agriculture or Agronomy or Plant breeding or a related field.
- At least 10 years of work experience in farm management, with demonstrated ability to manage large-scale field, greenhouse, and laboratory activities.
- Strong knowledge of agronomy, crop physiology, and plant health management.
- Good knowledge of farm machinery, irrigation systems, electrical installations, etc. is highly desirable.

Personal attributes and competencies

- Effective team leadership, with a high level of responsibility and discretion.
- Strong skills in communication, and stakeholder management.
- Demonstrated competence in the use of farm management software, data management and analysis.
- Fluency in spoken and written English.
- Ability to work in a multidisciplinary and multi-cultural environment.
- The candidate must exhibit the following competencies: teamwork, problem solving, communication, critical thinking, and strategic thinking.

Terms and conditions

- This is a Locally Recruited Staff (LRS) position and on competitive remuneration in local currency, commensurate with skills and experience.
- The appointment will be for a period of two (2) years, inclusive of a six-month probationary period, with the possibility of extension contingent upon performance, continued relevance of the position and available resources.
- The duty station will be in Kiboko, Makueni County, Kenya.

Application process

Go to [http://worldagroforestry.org/working-for-icraf/vacancies](http://worldagroforestry.org/working-for-icraf/vacancies)

- The application deadline is **10 November 2023**.
- CV and Cover Letter should be in PDF and Labelled with the applicants First and Second Names.
- We will acknowledge all applications but will only contact short-listed candidates.

CIFOR-ICRAF is an equal opportunity employer. Staff diversity contributes to excellence.