

REQUEST FOR PROPOSAL
FOR RECRUITMENT
OF
THE DIRECTOR GENERAL

1. Context

- a) The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) is a non-profit, non-political organization that conducts agricultural research for development in the drylands of Asia and sub-Saharan Africa. Covering 6.5 million square kilometers of land in 55 countries, the semi-arid or dryland tropics has over 2 billion people, and 644 million of these are the poorest of the poor.
- b) ICRISAT and its partners help empower the poor people of the semi-arid tropics to overcome poverty, hunger and a degraded environment through better agriculture.
- c) ICRISAT is headquartered in Hyderabad, Telangana State, in India, with two regional hubs (Nairobi, Kenya and Bamako, Mali) and country offices in Niger, Nigeria, Zimbabwe, Malawi, Ethiopia and Mozambique.
- d) ICRISAT conducts research on five highly nutritious drought-tolerant crops: chickpea, pigeon pea, pearl millet, sorghum and groundnut.
- e) ICRISAT envisions a prosperous, food-secure and resilient dryland tropic. To achieve this, its mission is to reduce poverty, hunger, malnutrition and environmental degradation in the dryland tropics. It approaches this through partnership-based international agricultural research for development that embodies Science with a Human Face.
- f) ICRISAT was founded in 1972 by a consortium of organizations convened by the Ford and the Rockefeller foundations. Its charter was signed by the FAO and the UNDP. Since its inception, its host country India has granted a special status to ICRISAT as a UN Organization operating in the Indian territory making it eligible for special immunities and tax privileges.
- g) ICRISAT is managed by a full-time Director General functioning under the overall guidance of an international Governing Board.
- h) ICRISAT is a member of the CGIAR System, which unites organizations engaged in research for a food-secure future.

2. Purpose of this Request for Proposal

This Request for Proposal is commissioned by the Governing Board of ICRISAT to invite interested firms to submit proposals to assist in an executive search for the institute's new Director General. The position overview and the desired candidate profile is enclosed in **Annexure I**.

3. Duration of the assignment

Proposals will be received till 5pm India Time on 15 February 2019. A firm will be selected by 22 February 2019. The contract with the selected firm will be effective as of 28 February 2019. The search for the new Director General will be completed before 1 August 2019.

4. Qualification and Expertise

The assignment will require the successful firm to have a high level of competence in strategic sourcing. Prior experience of providing similar services to other credible international organizations or global missions is mandatory. Therefore, Bidders should ensure an appropriate mix of the following skills and experience:

- ☐ Experience of hiring research leaders of the highest caliber. This should include recent successful engagement in searches for CEO/Director General for CG centers or similar organizations;
- ☐ Demonstrated success in accessing a relevant, high caliber, global labor market, resulting in candidate pools that are appropriately diverse, and include strong female talent and individuals from developing country contexts;
- ☐ A solid understanding of the CGIAR system and the related international development sector;
- ☐ Strong competence in the provision of quality shortlisting and selection tools;
- ☐ An ability to perform thorough background and reference checks;
- ☐ A proven track record of delivering high quality candidates on time and on scope.

5. Proposal Details

The Proposal should include the following:

- ☐ Details of the executive search firm;
- ☐ CV of the individual(s) who will be assigned to carry out the assignment;
- ☐ Consideration of the expected qualifications and expertise as laid out above;
- ☐ Brief work plan and the proposed methodology, which shall include justification for procedures to be adopted;
- ☐ Financial proposal in US\$ for total cost and detailing fees, travel and incidentals; and
- ☐ Two contacts for references on recent relevant work by the firm.

6. Language

The review and all correspondence and documents exchanged with the selected firm will be in English.

7. Award of Contract

Proposals could form the basis for a contract between the executive search firm/ agency and ICRISAT. This letter is not to be construed in any way as an offer to contract with you/your institution. ICRISAT reserves the right to accept or reject any Proposal and to annul the solicitation process and reject all Proposals at any time prior to the awarding of the contract, without incurring any liability to the Bidder or any obligation to inform the Bidder or Bidders of the grounds for its action. ICRISAT will award the contract to the qualified Bidder whose Proposal, after being evaluated by ICRISAT, is considered by ICRISAT to be the most competitive and appropriate for the needs of Governance Review.

8. Submission of Proposals

Proposals must be submitted by email on or before 5 PM India Time, **15 February 2019** to:
Fiona Bourdin-Farrell, Director – Human Resources
Email: f.farrell@cgiar.org

Annexure 1

Position overview

The **Director General** is based at ICRISAT's headquarters and reports to the Governing Board. The role of the Director General is to lead ICRISAT to ever-increasing development impact through its research. Specific responsibilities and activities include:

- ▣ Managing ICRISAT as Chief Executive Officer with responsibility to the Governing Board for the overall management of the Institute. This includes:
 - Providing dynamic leadership and vision in a rapidly changing world for creating strategies to meet the demands of sustainable agricultural development.
 - Developing strategies and policies for the research agenda and fostering commitment from scientists from various disciplines for implementing the strategies and policies.
 - Inspiring trust from staff of different nationalities and cultures; leading an internationally dispersed senior management team through modern management methods and technologies.

- ▣ Policy setting, research planning, fundraising, budget development and allocation, as well as responsibility for global political and public relations both within and outside the CGIAR. This includes:
 - Enhancing and maintaining collaborative relationships involving international and advanced research centers and national agricultural research institutes in developing countries.
 - Attracting sustained financial commitment from donor countries, agencies, and international organizations.
 - Developing amongst governments the long-term interest and support for the promotion and advancement of agricultural research in the semi-arid tropics.
 - Conceiving and stimulating appropriate and productive interactions amongst the public and private sectors and the NGO communities in agricultural research.

Candidate profile

The ideal candidate will have most, if not all, of the following skills, knowledge, experience, and personal characteristics:

- ☐ Significant international research and development experience at the highest level, including the application of research results to product delivery strategies for developing countries conditions (addressing food security, poverty alleviation, human nutrition and health, and building agro-ecosystem resilience).
- ☐ A sustained record of achievement and innovation, with an established reputation for cutting edge approaches; demonstrated skills as a scientist and senior administrator of scientific research.
- ☐ A track record of progressively responsible leadership experience in multi-cultural and multi-disciplinary settings, including management of an organization or business unit in the public or private sectors or academia.
- ☐ Demonstrated success in delivering measurable impact and promoting research excellence in the context of multi-partner programs.
- ☐ Evidence of strong, sustainable resource mobilization delivery, and effective communications with R&D and public and private sector investors, and policy communities.
- ☐ A PhD. in a field relevant to agricultural research for development.
- ☐ A track record as a courageous, visionary change agent that builds and improves organization culture, efficiency, and effectiveness.
- ☐ A personal approach that exemplifies the values of the highest scientific and professional standards, with demonstrated commitment to collaboration, and gender equality, diversity and inclusion.
- ☐ A management style that is collegial, consistent and transparent in decision-making; demonstrated comfort leading in a complex global environment.
- ☐ Excellent written and oral communication skills in English, with strong representational and advocacy skills