

The Person and the Job

The International Water Management Institute (IWMI) is seeking a Deputy Director General (DDG) - Research to be responsible and accountable for scientific leadership of the Institute's research programs, including contributions made to the new Consultative Group on International Agricultural Research (CGIAR) Research Programs and the CGIAR Challenge Program on Water and Food (CPWF). The DDG will drive the science agenda within IWMI. This includes a leadership role in the identification of innovative research areas, ensuring that thematic content is developed and assuring quality of results. The position holder will be a member of IWMI's Management Team (MT) and, as such, play a vital role in the overall management of the Institute.

The DDG will work closely with IWMI Science Theme Leaders (TL) in planning, monitoring, and evaluating output and in stimulating ideas and science within the Institute. The position holder will also need to engage strongly with the CGIAR Research Program directors. The DDG-Research will also play a key role in synthesizing and communicating research findings to key stakeholders – policymakers, other researchers, academia and the general public. The position is based in Colombo, Sri Lanka and reports to the Director General.

Key duties and responsibilities:

Scientific Direction and Implementation:

- Oversee scientific strategy and science quality within IWMI, and work closely with the Director General (DG) and the IWMI Board of Governors on the Institute's strategic directions.
- Liaise with the DG, TLs and other key members of the MT in implementing IWMI's scientific strategic plan, and directing scientific research and development work in pursuit of the strategy.
- Supervise TLs, ensuring they form a strong science leadership team.
- Engage with the scientific leadership of other relevant CGIAR Research Programs to ensure complementarity and synergistic approaches to the research for development agenda.
- Work with the DG, TLs and Regional Directors to ensure that project impact pathways are established and routinely evaluated.
- Contribute scientifically to projects and broader IWMI initiatives up to 25% of available time.
- Oversee scientific strategy and science quality within IWMI, and work closely with the DG on issues that may arise in the Institute.
- Ensure adequate research support to themes and projects via oversight of the Program Office.

Communication and Information:

- Represent IWMI at Consortium Office Research Group meetings and regional meetings relevant to the Institute's core agenda.
- Represent IWMI at International Scientific Congresses and Meetings.
- Develop research and communication material.
- Acts as IWMI's key representative in promoting its scientific water concerns through the publication of papers, giving scientific presentations, and by encouraging and identifying opportunities for researchers of the Institute to do the same.
- Act as responsible body for the representation and promotion of the scientific interest of the Institute via the publication of papers, giving scientific presentations, and by encouraging and identifying opportunities for researchers of the Institute to do the same.
- Promote the Institute and its research aims within the scientific community.
- Promote collaboration and knowledge sharing with members at every opportunity.
- Ensure effective internal communications both within the scientific team and across the Institute.

Financial:

- Prepare and manage IWMI's research budget (with TLs and Director, Finance).

Staff:

- In consultation with TLs:
 - establish and maintain appropriate staffing of the research themes to ensure that projects are delivered on time, according to the set budget and to the agreed quality standard; and
 - agree on a clear structure for the research themes including responsibilities and accountabilities of individuals as per IWMI policies and procedures.
- Manage appropriate personal development appraisal and performance management reviews for all research staff.
- Liaise with the Business Development/Program Office/HR to ensure that resourcing and staffing at project level is adequate to ensure delivery of outputs.

Others:

- Be a member of the IWMI Management Team, attend the Board Program Committee when required, and attend the Institute's annual research meeting.
- Engage with the CGIAR Alliance Deputy Executive (ADE) group as a link between IWMI and other CGIAR centers.
- Lead and facilitate IWMI's Annual Research Meeting.
- Provide advice and support to the Board Program/Science Committee as required.
- Work with the Business Development Director and TLs to develop proposal ideas, identify key people to develop proposals, and ensure quality and relevance of proposals.
- Oversee the Audit and Performance Indicator reports developed by the Program Office.
- Deputize for the Director General as required.

You will possess:

- A PhD in an area relevant to IWMI's research program.
- Minimum of 15 years' extensive experience in related areas of research, research institutions and key stakeholders.
- Proven ability to publish top quality books or journal articles.
- Proven ability to deliver research of international excellence.
- Proven ability to secure significant funding.
- Proven ability to develop local and external collaborations.
- Proven ability to create a strategic vision.
- Experience of teamwork and team leadership in a scientific context.
- Scientific credibility as evidenced by sustained research outputs, for instance, publications in scientific journals, presentations at conferences, and successful research-led knowledge transfer in related research disciplines.
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- Track record of representing an organization at a senior level and working closely with senior colleagues.
- Experience of managing teams of people that have delivered high quality outputs on time and according to set budgets.
- Demonstrated understanding of the role of research for development and how to achieve impact.
- An extensive record of publications.
- Experience in managing finances and planning work from both scientific and financial/human resources perspectives.
- Ability to analyze processes and to implement continuous improvements.
- Strong communication skills, both written and oral.
- Ability to work with stakeholders at different management levels in multiple countries.
- Ability to work as a member of a team and work closely with researchers of other disciplines.
- Evidence of strategic planning skills and conceptual thinking.
- Ability to liaise with key donor agencies.

This is an internationally recruited position with a competitive salary and benefits package, which includes a housing allowance, transport, education, shipping assistance, annual home leave, retirement, and health insurance package. IWMI's policy is to appoint staff initially on three year contracts which are subject to renewal, depending on performance and institute's needs.

The International Water Management Institute (www.iwmi.org) is a non-profit, scientific organization engaged in research and capacity building activities for developing countries. Our mission is to overcome poverty through better management of land and water resources. Working with diverse partners and supported by the Consultative Group on International Agricultural Research (www.cgiar.org), IWMI seeks to translate its research findings into actionable recommendations for policymakers, resource managers and poor rural communities. IWMI is based in Sri Lanka and has regional offices in 12 countries in Asia and Sub-Saharan Africa.

IWMI is an equal opportunity employer and is keen to further diversify its staff in terms of both gender and nationality.

Please submit your application on-line at: www.iwmi.org/About_IWMI/Vacancies/ **Closing date: 31st January 2012**

Complete Application Form + attach your résumé + attach your letter which addresses IWMI's requirements shown above with names and email addresses of 3 professional referees, to be contacted if you are short-listed