

## POSITION DESCRIPTION

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JOB TITLE:	Impact Director
ORGANISATIONAL UNIT:	Challenge Program on Water and Food
REPORTING RELATIONSHIP:	Program Director
JOB FAMILY, GRADE AND LEVEL:	Researcher: (International)

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### Function:

The Impact Director provides leadership in the design and implementation of all CPWF activities relating to generating and evaluating outcomes and impacts.

### General Responsibilities include:

- **Leading** the further development of effective partnerships for research in CPWF basins, and with connections to the global development community, so that CPWF research and network building continues to have impact long after the program has finished.
  - Overseeing the development and implementation of basin impact strategies in each of the six CPWF basins as part of the Basin Strategic Plans with an emphasis on long term strategic partnerships.
  - leading the development of impact pathway and related planning and management tools at project, basin and program levels ensuring that the evolution of the research strategy can be documented as planned outcomes are adjusted and development challenges evolve.
  - leading the development of procedures for monitoring, evaluation, *ex ante* and *ex post* impact assessment at project, basin and program levels as planning and management tools evolve, with an emphasis on progress in the implementation of Basin Strategic Plans.
  - Overseeing the development and implementation of the CPWF communications strategy as an impact oriented approach to disseminating research results.

- Together with the Science Director
  - Participate in the process of contracting CPWF projects.
  - Coordinate the design and implementation of “impact research” which examines how different types of research outputs and knowledge do (or do not) move along impact pathways in different contexts, and what types of partnership are required to achieve developmental outcomes and impacts.
  - Identify adjustments in research directions and priorities needed to facilitate and accelerate impact in accord with Basin Strategic Plans and the CPWF Medium Term Plan.
  - Identify and recommend to the Challenge Program Management Team a range of strategies for using research outputs to facilitate and accelerate impact in accord with Basin Strategic Plans and the Medium Term Plan.
  - Provide leadership in the suitable integration of gender, institutional and participation issues and approaches, and capacity-building into CPWF project planning and implementation.
  - Identify new areas of expertise needed to implement the evolving research agenda.
  - Oversee the development of the annual Medium Term Plan.
- Serve as a member of the Challenge Program Management Team.
- Supervise the program monitoring, evaluation and impact specialists, and the Communications Coordinator.
- Supervise Basin Impact Leaders; chair an Impact Working Group at its virtual and in person meetings; and participate Topic Working Group meetings.

**Reporting: This position reports to the CPWF Program Director.**

- Reports regularly to the Director on progress in fostering outputs and impact.
- Represents the Director and the CPWF through participation in international meetings and fora.
- Prepares reports on behalf of the Program Director for submission to the CPWF Board or other entities, regarding progress in fostering and achieving impact.
- Responds to questions and/ or concerns raised by the CPWF Board or other entities, with regard to impacts and impact pathways and related tools and strategies.

- Assists the Director in liaising with the CGIAR Science Council, CGIAR Centers, CPs and other partners with regard to all tasks for which responsibility is held.

**Selection Criteria: Skills and Abilities:**

- Advanced degree in a field related to agricultural science or water science.
- Significant professional experience in building partnerships in an international research for development environment.
- Experience in motivating a large team of people from diverse cultures, backgrounds and expertise, to move ahead the current debate on appropriate impact strategies of an international research and development program.
- Experience in working in a close team association with peers in the development and subsequent evolution of a research for development strategy – specifically to identify key research questions within the framework of development challenges.
- Sound, proven ability to interact effectively with a wide range of stakeholders, among them research managers and scientists, policymakers, government officials, representatives of the private sector (including farmers, fishers and other members of the rural community), leaders and staff of NGOs and other extension and development institutions both public and private.
- Substantial experience and/or understanding of the concepts in most or all of the following: monitoring, evaluation, impact assessment, network management (partnerships for impact), impact pathways and related tools, innovation systems, participatory approaches, gender analysis, facilitating stakeholder group interaction, logical frameworks, and quantitative cost benefit analysis techniques.
- Experience, and/or understanding, and appreciation of the role of a communications program in an impact strategy, including working with communications professionals to identify innovative ways in which to use a variety of media to reach a range of audiences.
- Outstanding communication skills, verbal and written, in English.
- Fluency in a second language relevant to CPWF is highly desirable.
- Willing to engage in extensive foreign travel (30-40% time).
- Previous residence in a developing country is desirable. Professional experience in several developing countries is essential.

**Salary and Benefits:**

Salary and benefits are competitive with those of similar international institutions and include a housing allowance, transport, education, annual home leave, retirement and health package.

This position will be based at the CPWF Secretariat hosted by IWMI at its headquarters in Colombo, Sri Lanka or at an IWMI office in one of the six basins in which the CPWF will work in Phase 2. Secondment arrangements and alternate locations may be considered.

Please forward an application, resume, list of publications and the names and addresses of three referees to the Human Resources Office, IWMI, PO Box 2075, Colombo, Sri Lanka. Fax (94-11) 2786854; Email: [work-at-iwmi@cgiar.org](mailto:work-at-iwmi@cgiar.org) by COB 25 August 2008.

The application must address each of the Selection Criteria identified above, indicating how your skills and abilities are suited to the general responsibilities of the position.

You may be requested to undergo a Belbin Team Role analysis as part of the selection process.

All applicants will be acknowledged, however only short listed candidates will be contacted. All correspondence will be held in confidence.

July 2008