Systems Agronomist/Soil Scientist

The International Maize and Wheat Improvement Center, known by its Spanish acronym, CIMMYT®, is a not-for-profit research and training organization with partners in over 100 countries. Please refer to our website for more information: [www.cimmyt.org](http://www.cimmyt.org)

We are seeking a dynamic Systems Agronomist or Soil Scientist to provide technical leadership for the Precision Nutrient Management (PNM) component of the USAID-funded Nepal Seed and Fertilizer (NSAF) project in the Sustainable Intensification Program (SIP). NSAF is a new five-year initiative that endeavors to bring new science-led soil management innovations to scale through value chain and market development approaches. In addition to strong theoretical knowledge of agricultural systems, the ideal candidate will have a mix of practical field skills, quantitative abilities, appreciation of inter-disciplinary work, and a core commitment to achieving science-led agricultural development. The successful candidate will also have a problem-solving orientation and approach work with a clear focus on issues of scale, sustainability, and underlying processes.

The position will be based at CIMMYT Nepal Office in Kathmandu, but will involve frequent travel to the field.

**Specific duties:**
- Lead the participatory development and field evaluation of PNM strategies that are well-matched to different cereal crop production domains as well as end-user preferences.
- Characterize the variability and spatial structure of factors affecting PNM including indigenous soil fertility and attainable yield potential.
- Translate scientific findings from field and simulation studies into actionable logic within emerging decision support frameworks for PNM.
- Collaborate with social scientists to document and leverage insights into decision processes that govern investments in soil fertility management at the farm-level.
- Interface with national research and extension partners to develop a common vision and joint ownership of project outputs.
- Contribute to the development of training modules and outreach materials that will support public extension and private sector-led market development for PNM.
- Mentor and oversee the work of project-based staff.
- Communicate key messages and project progress with donors, policy makers, and other primary stakeholders.
- Summarize research findings for journal publication.

**Required academic qualifications, skills and attitudes:**
- Ph.D. degree(s) in Soil Science or Agronomy.
- Core capacities in soil fertility management, plant nutrition, geo-spatial tools, cropping systems analysis, and process-based agronomy.
- Strong desire to work at the interface of applied science and development in order to accelerate the adoption of sustainable intensification practices at scale.
- Excellent facilitation, communication, and team-building skills.
- Strong proficiency in written and spoken English.
- Work experience in the developing economy context is an asset.
Project Coordinator, NSAF

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We are seeking a dynamic, self-motivated and service-oriented professional with inspiring leadership and management skills for the position of Project Coordinator for the USAID-funded Nepal Seed and Fertilizer (NSAF) Project. This position will develop, articulate, and help execute an implementation plan for the project in alignment with the donor contract, CIMMYT policies and processes, and project management best practices. The selected candidate will also be responsible for ensuring effective coordination and communications with the donor.

The position will be based at CIMMYT Nepal Office located in Kathmandu.

Specific duties:

→ Develop and implement a project management plan, in coordination with the seed and fertilizer component leads of the project, ensuring compliance with the NSAF project objectives, CIMMYT policies and procedures, donor requirements and relevant USAID rules and regulations.
→ Make efficient use of available administrative tools for project administration and management activities, including procurement, recruitment, work planning, contract management, financial management and logistical aspects of project implementation.
→ Serve as the project’s primary point of contact with CIMMYT’s Project Management Unit, Finance Unit, and HR Unit, as well as a key contact with the CIMMYT’s Global Maize Program, Sustainable Intensification Program, and Socio-Economics Program.
→ Effectively manage the project budget, ensuring proper expenditure, booking and appropriate burn rate.
→ Coordinate the development of impact-oriented, realistic work plans in consultation with the NSAF team members, support and monitor their effective implementation, ensure work plans are regularly updated, and maintain their alignment with available resources and priorities, in active interface with the Seed and Fertilizer Component Leads.
→ Coordinate with the donor, appropriate government agencies, NARS and private sector partners, non-government organizations, and other sub-grantees on project implementation.
→ Prepare and execute agreements (subcontracts, collaboration agreements) with the major R&D partners identified under the project, in interface with CIMMYT’s Project Management Unit, the IP & Legal Department Unit, and the Finance Unit.
→ Effectively coordinate communications and engagement activities with partners and donor.
→ Conduct quality assurance of project deliverables, including monitoring of the project variables (cost, effort, scope, etc.) against the project management plan and the project performance baseline.
→ Lead in the compilation of the project’s reporting (both technical and financial) obligations, including semi-annual progress reports and project indicators.
→ Create and maintain a stakeholder relationship management database and appropriate records.
→ Coordinate project management meetings, planning meetings, and other meetings, as required time-to-time, for the project.
→ Ensure proper archiving of all project-related documentation in a centralized repository.
→ Contribute to the visibility and impact of the project, and ensure institutional integration of the project.

Required academic qualifications, skills and attitudes:

→ Minimum of Master’s Degree in any Agriculture-related field, or in Business Management with at least 10 years of experience (of which at least 5 years as project manager or leader) in complex agricultural development programs.
→ Track-record of achieving and demonstrating meaningful and sustainable results in the areas of agriculture technology development and transfer.
→ Expertise of working in either seed industry or integrated soil fertility management or organizational development.
→ PMP, PRINCE2, or similar professional training / certification in Project Management.
English fluency, including excellent writing skills, is a must. Knowledge of Nepali would be an asset.
Proven ability to organize and coordinate complex tasks, with strong self-motivation and innovation skills.
Demonstrated ability to work collegially and collaboratively in a diverse, multicultural environment.

Competencies:
- Communication
- Customer Orientation
- Teamwork
- Delegation
- Time Management

The position is for an initial fixed-term for three (3) years, after which further employment is subject to performance and continued availability of funds. CIMMYT’s internationally competitive salary and benefits include housing allowance, a comprehensive health and life insurance, assistance for children’s education, paid vacation, annual airfare, contribution to a retirement plan, and generous assistance with relocation shipment.

Candidates must apply here for 16825 Project Coordinator, NSAF. Screening and follow up of applications will begin on Friday, 17 June 2016. Incomplete applications (CV and Cover Letter) will not be taken into consideration. Cover Letter should refer explicitly to the essential qualifications, skills, and competencies stated above providing clear and concrete examples of where, when, and how the experience was gained. For further information on the selection process, please contact Enrique Martinez, at e.m.sanchez@cgiar.org

This position will remain open until filled.

Please note that only short-listed candidates will be contacted.

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Market Development Specialist

The International Maize and Wheat Improvement Center, known by its Spanish acronym, CIMMYT®, is a not-for-profit research and training organization with partners in over 100 countries. Please refer to our website for more information: www.cimmyt.org

We are seeking an innovative, self-motivated, and results-oriented Market Development Specialist to assess and develop agri-input (seed, fertilizer) markets and linkages for smallholder agriculture in Nepal’s challenging environments. The position contributes to and draws on the experiences of a large multi-disciplinary research-for-development (R4D) team working on the “Feed the Future Nepal Seed and Fertilizer” project to improve the livelihoods of poor farmers in Nepal. You will work as a member of CIMMYT’s Socio-Economics Program in close collaboration with CIMMYT’s Global Maize Program and Sustainable Intensification Program and with local and international partners.

The position will be based at CIMMYT’s Nepal Office in Kathmandu and will involve frequent travel to rural intervention areas as well as occasional international travel.

Specific duties:
- Assess input value chain development options for the sustainable intensification of smallholder systems in Nepal, with a particular focus on seed and fertilizer provision models.
- Assess implications of value chain development options for technology adoption, adaptation, scaling, and enhanced social inclusiveness.
- Build an exciting strategic R4D portfolio around agri-input supply (seed, fertilizer) in Nepal, including targeting options and tools, technological and institutional innovations, business models and development strategies, public-private partnerships, empirical evidence particularly in relation to agri-input markets and value chains, and practical recommendations and rigorous documentation.
- Build the capacity of partners in agri-input business analysis and development, including meeting regulatory requirements and challenges for seed/fertilizer sector development and develop public-private partnerships, market linkages, and business models.
- Publish findings in international peer-reviewed journals.

Required academic qualifications, skills and attitudes:
- Master of Arts/Science in field related to agri-business management, development of agri-input markets, and agri-value chains from a recognized institution. Relevant Ph.D. is an advantage.
- Applied and relevant R4D experience during degree studies and earlier career and promising publication record.
- Minimum of 5 years professional experience in building public and private sector-led agri-input business in developing countries, preferably in South Asia and in seeds and/or fertilizer.
- Demonstrated success in using value chain approaches and best practices for increasing the competitiveness and social inclusiveness of the agri-input sector in smallholder agriculture in challenging environments.
- Experience in building capacity of partners in agri-input business analysis and development.
- Experience developing partnerships, market linkages, and business models.
- Excellent written and verbal communication skills in English.
- A high degree of personal organization and the ability to multi-task and work under pressure, as well as travel extensively.
- Competencies: Multicultural Awareness and Sensitivity, Communication, Time Management, Relationship with External Stakeholders, Collaboration

The position is for an initial fixed-term for three (3) years, after which further employment is subject to performance and the continued availability of funds. CIMMYT’s internationally competitive salary and benefits include housing allowance, comprehensive health and life insurance, assistance for children’s education, paid vacation, annual airfare, contribution to a retirement plan, and generous assistance with relocation shipment.

Candidates must apply here for 16824 Market Development Specialist. Screening and follow up of applications will begin on Monday, 13 June 2016. Incomplete applications (CV, Cover Letter) will not be taken into consideration. Cover Letter should refer explicitly to the essential qualifications, skills, and competencies stated above providing clear and concrete examples of where, when, and how the experience was gained. For further information on the selection process, please contact Enrique Martinez, at e.m.sanchez@cgiar.org.

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We are seeking an innovative, self-motivated, and results-oriented Socio-Economist to lead technology adoption (including user preferences, risk tolerance, and willingness to pay) and impact assessment studies for the USAID-funded Nepal Seed and Fertilizer (NSAF) project and contribute to other CIMMYT research programs in South Asia. The position contributes to and draws on the experiences of a large multidisciplinary research-for-development (R4D) team working to improve the livelihoods of smallholders across South Asia. You will work as a member of CIMMYT’s Socioeconomics Program (SEP) in close collaboration with other CIMMYT programs and local and international partners.

This position will be based at CIMMYT Nepal Office in Kathmandu, with frequent travel to rural areas and occasional international travel.

**Specific duties:**
- Lead the technology adoption, impact assessment and ME&L components of NSAF.
- Assess the adoption of NSAF and other CIMMYT innovations across target geographies, particularly improved varieties and soil fertility enhancing practices, including diffusion dynamics and associated drivers.
- Assess the multidimensional (social, economic and potential environmental) impacts of the project, including distributional effects for socially disadvantaged groups (including women, youth and social strata).
- Translate findings into practical R4D priorities and implications, including the development of strategies, options and recommendations to set research priorities, guide policy decisions, facilitate adoption and adaptation, stimulate scaling up and out, and enhance social inclusiveness.
- Contribute to a results oriented culture within NSAF through a clear articulation of impact pathway logic to achieve project goals and develop the associated tools, methods, and institutional capacity, particularly with national partners.
- Assist in resource mobilization, staff oversight, and project management as required.
- Publish research findings in international peer reviewed journals and contribute to dissemination of results to stakeholders.

**Required academic qualifications, skills and attitudes:**
- Ph.D. in Agricultural/Developmental Economics, or related social science, from a recognized institution.
- Minimum 10 years of relevant experience in applied agricultural R4D, preferably in developing countries.
- Experience in leading research teams, developing a research portfolio, and mobilizing funding.
- Ability to effectively interact with diverse audiences, stakeholders, colleagues and disciplines and to work with and motivate multidisciplinary teams and to develop strong and effective working relationships with partners.
- Familiarity with smallholder agriculture, particularly in South Asia and its sustainable intensification with external inputs.
- Excellent written and verbal communication skills in English.
- A high degree of personal organization and the ability to multi-task and work under pressure, as well as travel extensively.
- Promising publication record.
- Competencies:
  - Teamwork
  - Achievement Orientation
  - Relationship with External Stakeholders
  - Communication
  - Flexibility/Adaptability
  - Multi-Cultural Awareness-Sensitivity

The position is for an initial fixed-term for three (3) years, after which further employment is subject to performance and the continued availability of funds. CIMMYT’s internationally competitive salary and benefits include housing allowance, a comprehensive health and life insurance, assistance for children’s education, paid vacation, annual airfare, contribution to a retirement plan, and generous assistance with relocation shipment.

Candidates must apply here for 16823 Socio-Economist. Screening and follow up of applications will begin on Wednesday, 8 June 2016. Incomplete applications (CV, Cover Letter) will not be taken into consideration. Cover Letter should refer explicitly to the essential qualifications, skills, and competencies stated above providing clear and concrete examples of where, when, and how the experience was gained. For further information on the selection process, please contact Enrique Martinez, at e.m.sanchez@cgiar.org.

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Social Scientist– Gender and Youth
(Post-Doctoral Fellow)

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We are seeking a dynamic, pro-active and results-oriented social scientist with strong quantitative skills and focus on Gender and Youth. CIMMYT’s Research for development aims to improve the livelihoods of poor maize and wheat farmers and consumers across the developing world in Africa, Asia, and Latin America. The position has a strong focus on quantitative gender analysis drawing on primary and secondary sex- and age-disaggregated data sets compiled by CIMMYT, partners, and third parties to rigorously inform our Research for Development (R4D) and social inclusiveness agenda. The position contributes to and draws on the experiences of a large multi-disciplinary R4D team working for CIMMYT across the target continents. You will work as a member of CIMMYT’s Socio-Economics Program in close collaboration with CIMMYT’s other programs, the MAIZE and WHEAT Consortium Research Programs and local and international partners.

The position will be based at CIMMYT’s Main Campus in Texcoco, State of Mexico (located 45 km northeast of Mexico City, Mexico), but will involve travel, including to other CIMMYT offices and field operations.

Specific duties:

→ Review and compile primary and secondary quantitative data sets from CIMMYT parties and third parties for their relevance for sex- and age-disaggregated analysis and facilities their access.
→ Use data to analyze the roles, needs and constraints of small-scale farmers and consumers in maize and wheat agro-food systems in developing countries by gender and age-groups.
→ Assess maize and wheat innovations for their differential implications for social strata, livelihoods and vulnerability.
→ Mainstream improved data collection standards for quantitative gender analysis in maize and wheat agro-food systems in developing countries.
→ Use and develop analytical tools to inform our R4D agenda and enhance social inclusiveness and gender equity.
→ Publish findings in international peer reviewed journals.

Required academic qualifications, skills and attitudes:

→ Ph.D. in a relevant social science field from a recognized institution.
→ Strong quantitative analytical skills and interest in applying them.
→ Interest and relevant experience in applied agricultural R4D and social inclusiveness, preferably including developing countries and gender and/or youth.
→ Excellent written and verbal communication skills in English.
→ A high degree of personal organization, the ability to work under pressure and willingness to travel.
→ Established publication potential in international peer-reviewed journals.
→ Competencies: Flexibility/Adaptability, Communication, Teamwork, Multi-Cultural Awareness/ Sensitivity and Achievement Orientation.

The position is for an initial fixed-term for two (2) years, after which further employment is subject to performance and the continued availability of funds. CIMMYT’s internationally competitive salary and benefits include housing allowance, car, comprehensive health and life insurance, assistance for children’s education, paid vacation, annual airfare, contribution to a retirement plan, and generous assistance with relocation shipment.

Candidates must apply here for 16819 Social Scientist - Gender and Youth. Screening and follow up of applications will begin on Wednesday, 18 May 2016. Incomplete applications (CV, Cover Letter) will not be taken into consideration. Cover Letter should refer explicitly to the essential qualifications, skills, and competencies stated above providing clear and concrete examples of where, when, and how the experience was gained. For further information on the selection process, please contact Enrique Martinez, at e.m.sanchez@cgiar.org.

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Flexibility, good humor, and the soft skills required to excel in a fast-paced and often challenging work environment.

Required Competencies:
- Multi-Cultural Awareness/Sensitivity
- Communication
- Teamwork
- Flexibility/Adaptability
- Achievement Orientation.

The position is for an initial fixed-term for three (3) years, after which further employment is subject to performance and the continued availability of funds. CIMMYT’s internationally competitive salary and benefits include housing allowance, a comprehensive health and life insurance, assistance for children’s education, paid vacation, annual airfare, contribution to a retirement plan, and generous assistance with relocation shipment.

Candidates must apply here for **16821 Systems Agronomist/Soil Scientist**. Screening and follow up of applications will begin on Wednesday, 8 June 2016. Incomplete applications (CV, Cover Letter) will not be taken into consideration. Cover Letter should refer explicitly to the essential qualifications, skills, and competencies stated above providing clear and concrete examples of where, when, and how the experience was gained. For further information on the selection process, please contact Enrique Martinez, at e.m.sanchez@cgiar.org.

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