



OXFORD HR
SEARCH FOR A BETTER WORLD

**Director for Partnership &
Business Development**
February 2020

IRRI



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LETTER FROM THE **DIRECTOR GENERAL**

Thank you for your interest in the Director Partnerships and Business Development position at IRRI. IRRI is at an exciting confluence of strategic change initiatives, and we require an experienced, visionary and collaborative individual with high integrity to join us to lead our Partnerships and Business Development strategies.

As IRRI delivers on its vision of transforming the global rice sector through research innovation, it also needs to ensure that effective and efficient corporate service support systems are in place to support the fulfilment of its mission objectives. The Director of Partnerships and Business Development will play a crucial role in aiding IRRI's realisation of its mission mainly by driving strategic partnership formation and evaluation and organisational revenue growth through client engagement and business development activities, predominantly through direct contracts with clients.

The successful applicant will be working closely with the Director General to help IRRI grow its business strategy and lead its approach for developing new business, including setting value propositions to meet clients' demands and driving through ambitious revenue targets. The post-holder will also lead and steer IRRI's regional and country representation teams to ensure sustained and continuing engagement with key partners, maintenance of IRRI's freedom-to-operate in-country, revenue generation and overall regional oversight. In addition, the Director Partnerships and Business Development also engages both externally and internally with IRRI's diverse stakeholders, including clients, such as Governments, Private Sector, Donors/

Investors, and Philanthropists, and partners, such as the CGIAR system, national research and extension services, development agencies, civil society, farmers as well as advanced research institutes.

Working closely with me and our leaders, the ideal candidate will be dynamic and able to flourish in a challenging but highly rewarding environment. In addition, the successful individual will be a member of the Executive Team (ET) who contributes as part of the ET for delivering IRRI's overall vision and mission.

We are building a highly collaborative group here, and the successful candidate will need to fit in with this culture. The successful appointee will be a strategic thinker with excellent influencing and negotiation skills and ability to build strong personal relationships both within IRRI and with external partners and clients

I look forward to receiving your application to be considered as our next Director Partnerships and Business Development.

Sincerely yours,

Matthew Morell
Director General



ABOUT **IRRI**

The International Rice Research Institute (IRRI) is the world's premier research organization dedicated to reducing poverty and hunger through rice science; improving the health and welfare of rice farmers and consumers; and protecting the rice-growing environment for future generations. IRRI is an independent,

non-profit, research and educational institute, founded in 1960 by the Ford and Rockefeller foundations with support from the Philippine government. The institute, headquartered in Los Baños, Philippines, has offices in 17 rice-growing countries in Asia and Africa, and more than 1,000 staff.

IRRI'S **MISSION**

IRRI is dedicated to abolishing poverty and hunger among people and populations that depend on rice-based agri-food systems. Through our work and partnerships, we aim to improve the health and welfare of rice farmers and consumers; promote environmental sustainability in a world challenged by climate change; and support the empowerment of women and the youth in the rice industry.

Our research for development is characterized by its collaborative nature: from alliances with advanced research institutes; through strong collaborations and capacity development with governments and national agricultural research and extension systems; to partnerships with the development sector and our ability to broker novel delivery channels through the private sector. IRRI's work is supported by a diverse network of investors aligned to common goals.



THE ROLE

Reporting to the Director General, the Director for Partnerships & Business Development is a member of the IRRI Executive Team (ET) who contributes to delivering IRRI's overall vision and mission. The post holder is responsible for developing strategic partnerships and organizational revenue growth through client engagement and business development activities, predominantly through direct contracts with clients.

Working closely with the Director General, the post holder will grow IRRI's business development strategy and lead IRRI's approach in developing new business, including setting value propositions to meet clients' demands and driving through ambitious

revenue targets. The incumbent will shape the development and leadership of all IRRI commercial offerings and IRRI Knowledge Services (Education, Technology Transfer and Consulting).

Additionally, the post holder will lead IRRI's partnership strategy and steer IRRI's regional and country representation teams to ensure sustained and continuing engagement with key partners, maintenance of IRRI's freedom-to-operate in-country, revenue generation and overall regional oversight. The position will foster collaboration at the country and regional level with other CGIAR entities, national institutions, research institutes, and development and civil society partners.

KEY RESPONSIBILITIES AND DUTIES

PURPOSE

- Contribute to the leadership of IRRI as a collaborative member of the Executive team in order to drive the development and implementation of IRRI's strategy based on analysis of current and future trends
- Update IRRI's partnership strategy in order to strengthen IRRI's capacity to engage and maintain key relationships with partners and stakeholders.
- Provide proactive leadership for the Regional and Country representation functions to ensure that they engage with key partners as ambassadors for IRRI and its mission, develop appropriate regional and country level strategies, identify, assess and progress revenue generation opportunities, secure and maintain freedom to operate, and provide oversight of progress and conduct of research and corporate services activities in the regions in collaboration with Research and other Corporate Services Functions
- Contribute to the development of comprehensive and business development strategies for IRRI, at the institutional, regional and country levels that are fully integrated with IRRI's research strategy.
- Identify market opportunities for Knowledge Services and establish and implement a global approach to offer Knowledge Services which includes channel management and building sales capacity and capability.

ENGAGEMENT

- Lead the Client Engagement and Business Development function.
- Develop and manage partner and client relationships in order to build pipeline and grow revenue

- Lead on the development of opportunities, including processes to research to identify potential accounts and decision makers in order to qualify business opportunity leads.
- Collaborate with respective team members to determine partnerships, business development and sales strategies as appropriate.

DELIVERY

- Establish and ensure implementation of a thorough approach to market analysis and customer intelligence
- Revised partnerships strategy bringing together all IRRI external-facing functions through common practices and objectives
- Create value propositions in close collaboration with Research and Brand to inform the development of new client offerings
- Establish and ensure implementation of robust new business development processes to drive, monitor and measure performance in new revenue generation, including appropriate quantitative and qualitative analysis
- Establish and ensure implementation of robust account management processes to drive revenue generation through existing clients
- Develop revenue targets in collaboration with ET colleagues and people accountable for their delivery
- Deliver on the agreed Business Plans of Knowledge services units

Perform any other relevant duties as assigned by supervisor from time to time



KEY PERFORMANCE INDICATORS

- Partnerships, Business Development, Regional and Country strategies in place for implementation
- Set realistic new business generation targets, including those relating to client contact, opportunity identification, project preparation and new contract execution
- Maintain positive relationships with host countries and institutions at the regional and country levels, including host country agreements and other agreements providing freedom to operate.
- Strong track record of positive engagement and collaboration with other entities within the CGIAR System
- Ensure IRRI Knowledge Services functions have strong business plans, strategies and the necessary human and institutional capacity to succeed.



OTHER JOB DETAILS (**NECESSARY CONTACTS**)

INTERNAL CONTACTS

Executive Team, Senior Leadership Team, Country and Regional Representatives, Business Development, IRRI Education, Tech Transfer, Platform Leaders

EXTERNAL CONTACTS

"Clients" - includes Governments, Private Sector, Donors/Investors, and Philanthropists.
"Partners" - includes the CGIAR system and other CGIAR system entities, national research and extension services, development agencies, civil society, farmers, advanced research institutes.

Revenue generation is delivered through a number of Channels including regions, HQ and direct selling of a number of specific services Revenue generation is delivered through a number of Channels including regions, HQ and direct selling of a number of specific services.



PERSON SPECIFICATION

QUALIFICATIONS AND EXPERIENCE

- Degree or equivalent qualification preferably in management, particularly in the area of Business Administration, Business Management, Finance, or leadership management. An MBA or other higher degree would be an advantage.
- Extensive relevant experience as a practicing professional in Business Development and Client Relationship management in scientific/technical/professional services organizations with increasing responsibilities
- A track record of working effectively with colleagues at Executive level
- Experience of leading interdisciplinary teams
- Experience of managing significant client relationships (both pre and post-sale)
- Experience of working globally in a business development capacity
- Demonstrated career advancement in business development with increasing levels of responsibility
- Strong experience in project management and managing multiple projects
- Experience implementing fundraising/CRM databases and other appropriate tools for a variety of organizational needs
- Experience of working collaboratively and effectively with a wide variety of people both internally and externally, at all levels

SKILLS AND KNOWLEDGE

Mandatory

- A strategic thinker with strong results focus
- Excellent commercial awareness and application including sales
- Sophisticated influencing and negotiation skills
- Effective at collaborating in a matrix environment
- Ability to build strong personal relationships both within IRRI and with external partners and clients
- An enthusiasm for coaching and developing capability of individuals & teams
- Exceptional communication and networking skills
- Ability to straddle and bring together with-profit and not-for-profit cultures

Preferred

- Domain knowledge of the global donor environment for research / agriculture would be an advantage

CORE COMPETENCIES

Automatically assigned based on position, function title and job level.

CORE COMPETENCY	TYPE DESCRIPTION	LEVEL
Commitment to Stakeholders	<ul style="list-style-type: none"> • Nurtures partnerships with stakeholders for long-term relationships • Builds an environment where stakeholders' satisfaction is a key priority • Promotes quality service standards 	4
Communication	<ul style="list-style-type: none"> • Champions transparency in communication • Creates an environment that enables effective communication • Promotes diversity of views 	4
Creativity and innovation	<ul style="list-style-type: none"> • Creates opportunities for creativity and innovation • Crafts a vision of where innovation will take the organization 	4
Critical thinking	<ul style="list-style-type: none"> • Evaluates quality of evidence and reasoning • Assesses all known options before making decisions • Acts on decisions based on assessments of the impact and implications of the likely outcomes 	4
Leadership	<ul style="list-style-type: none"> • Promotes an environment that values and recognizes professionalism • Develops a vision for the organization • Fosters commitment to the organization's mission and goals • Displays situational leadership skills & behaviours. 	4
Results Orientation	<ul style="list-style-type: none"> • Projects current/future requirements, prioritizes, and commits available resources to achieve results • Makes long term decisions and implements plans to achieve results • Prioritizes requirements and resources to achieve results • Decides and implements plans to achieve results • Recognizes emerging issues and associated risks 	4
Teamwork and partnership	<ul style="list-style-type: none"> • Directs initiatives for teams and partnerships • Champions collaborative behaviour and commits resources to team-based activities • Nurtures local, regional, or global partnerships 	4
Languages	<ul style="list-style-type: none"> • Excellent written and spoken English 	N/A

Levels 1 to 4 with level 1 being low and level 4 being high

JOB OVERVIEW

Position	Director
Function title / Job Level	Partnerships & Business Development / GRS Level 7
Division / Platform / Cluster	Director General
Duty post	Los Baños, Philippines
Employment type	3 years Fixed-term contract
Supervises	Regional representatives, Business development function, Knowledge Services heads
Package	Competitive



HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button in the job advert page and complete our online application form. Please provide a CV and cover letter in ONE single document, which should be prepared before applying as they will be requested in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (yy/mm) e.g: Pat-Jones-CVandStatement-2002.

TIMELINE

Closing date:

30th March 2020

Preliminary interviews:

Week commencing 13th April 2020

Interviews with IRRI:

TBC

EQUALITY STATEMENT

Equality and diversity are at the core of IRRI's values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

SELECTION PROCESS

All candidates will be notified about the status of their applications. Shortlisted candidates may be required to undertake an additional assessment prior to the final interview.

QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email irri-dpbd@oxfordhr.co.uk in the first instance.



ABOUT **OXFORD HR**

Oxford HR operates globally - mainly within the international development and charity sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in search as well as an extensive network of international development, social sector, corporate, public sector, and academic

contacts from across the world. We carry out comprehensive and often international searches designed to meet the specific needs of our clients.

Oxford HR's team members have significant personal experience of working in international development and the social sector as well as the corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds.

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