



INTERNATIONAL CROPS RESEARCH
INSTITUTE FOR THE SEMI-ARID TROPICS

OPPORTUNITY TO LEAD AND BUILD THE HR PRACTICES,
HIGH PERFORMANCE CULTURE TEAM OF A GLOBAL
AGRICULTURAL RESEARCH INSTITUTE AS THE

Director – Human Resources

The International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) is currently seeking a Director – Human Resources.

ICRISAT is a non-profit, non-political organization that conducts agricultural research for development in Asia and sub-Saharan Africa with a wide array of partners throughout the world. 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. ICRISAT and its partners help empower these disadvantaged populations to overcome poverty, hunger and a degraded environment through better agricultural production systems.



ICRISAT is headquartered at Patancheru near Hyderabad, India, with two regional hubs and eight country offices in sub-Saharan Africa.

ICRISAT conducts research on its mandate crops of chickpea, pigeonpea, groundnut, sorghum, pearl millet and finger millet in the arid and semi-arid tropics. The Institute focuses its work on the drylands and in protecting the environment. Tropical dryland areas are usually seen as resource-poor and perennially beset by shocks such as drought, thereby trapping dryland communities in poverty and hunger and making them dependent on external aid.

ICRISAT envisions **a prosperous, food-secure and resilient dryland tropics**. Its mission is to reduce poverty, hunger, malnutrition and environmental degradation in the dryland tropics, through partnership-based international agricultural research-for-development.

Position overview:

ICRISAT has a compelling mission to fight poverty and improve the lives of people living in the semi-arid regions around the world. The semi-arid tropics are harsh environments with some of the highest levels of poverty and malnutrition, impacted strongly by climate change and battling water shortages and environmental degradation. The UN Sustainable Development Goals (SDGs) cannot be met unless we are persistent in escalating efforts towards finding solutions in these most challenged landscapes.

This is an exceptional opportunity to become a part of a modern and innovative agricultural research organization. ICRISAT has embarked on a series of changes to assure a flexible, results oriented, nimble, and impactful institution. The Human Resources team has a key role in assuring a fair, equitable and supportive workforce environment. ICRISAT has a 50 year history upon which to build, while ensuring that modern human resources tools are applied to support a diverse workforce.

The **Director – Human Resources** will lead a dedicated team of focused Human Resources personnel and will be based at ICRISAT's headquarters in Patancheru, near Hyderabad, Telangana State, India. The position will report to the Director General. This position will be hired through a Globally Competitive Recruitment process on a contract for a period of three years with an attractive compensation and benefits package payable in US dollars. The suitable candidate will need to be able to act fast, engage professionally and build relationships across multiple cultures, besides working closely with the Institute's Leadership Team and Scientists across all our locations in Asia and Africa. The successful candidate will be an exceptional leader who is a passionate, dynamic, and collaborative individual and is highly motivated to achieve excellence.

Primary Responsibilities:

- ☐ Lead HR practices to provide an employee-oriented, high performance culture that emphasizes empowerment, quality, productivity and standards, goal attainment, and the recruitment and ongoing development of a superior workforce.
- ☐ Provide strategic direction and leadership on the development and implementation of appropriate HR policies across the organization to foster inclusion, equality and diversity.
- ☐ Assess current and future policy requirements to support strategic objectives of the organization.
- ☐ Monitor changes in employment legislation
- ☐ Provide direction on staff engagement so that ICRISAT can attract and retain top talent and rank high as a preferred place to work.
- ☐ Develop and implement a HR strategy to support building an agile and forward-looking organization.
- ☐ Develop and oversee performance management processes to support a high-performing culture at an individual and organizational level.
- ☐ Develop and implement an effective reward and recognition strategy to support the strategic objectives of the organization and to motivate staff.

- ☐ Oversee implementation of human resources management at all ICRISAT locations to ensure that the design and application of the approved personnel policies are consistent with the needs and expectations of staff, as well as the local values, practices and regulations.
- ☐ Advise and guide Regional Directors, Country Heads and other Unit Heads on complex and sensitive organizational and people issues to enable senior management to take appropriate action.
- ☐ Negotiate and manage the terms of outsourced HR services to ensure value for money and appropriate service standards are maintained.
- ☐ Manage the HR team to deliver quality and customer-focused services.
- ☐ Develop effective working relationships with the Staff Council and other staff representatives to ensure harmonious employee relations.
- ☐ Serve on the Leadership Team and other committees as may be necessary.

Candidate profile:

Qualifications and Experience

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

- ☐ Advanced Degree in Human Resources Management or related field
- ☐ Work experience of at least 15 years in HR of which 6 years should be at a senior management level and the most recent role should be at a strategic level with a global span.
- ☐ Proven capability to manage HR operations in a large multi-cultural, multi-location organization, including all aspects of management: managing budgets and staff, building and managing partnerships, and leading a diverse team.
- ☐ Experience in developing and enacting policy where multiple stakeholders, including internal and external parties, are involved in achieving outcomes.
- ☐ Experience in addressing governance, institutional and staffing aspects of an organization.
- ☐ Experience in designing and leading successful change management programs.
- ☐ Proactive and achievement oriented.
- ☐ Demonstrated leadership abilities and strong interpersonal skills.
- ☐ Demonstrated expertise in written and oral communications in English.

Good to have

- ☐ Experience in managing HR functions in research and/or agricultural organizations and also across multiple locations
- ☐ Knowledge of other international languages, especially French, will be an advantage.
- ☐ Prior experience of living and working internationally preferred
- ☐ Demonstrated championing of the critical areas of gender, youth, nutrition, knowledge sharing and innovation.

Assignment Location:

The position will be based at ICRISAT's headquarters in Patancheru, near Hyderabad, Telangana State, India. Hyderabad is the largest city and capital of the Telangana State. It is India's fourth largest city; and is a fascinating combination of the ancient and the modern India. Hyderabad has developed into one of the major hubs for the information technology industry in India. In addition to the IT industry, various biotechnology and pharmaceuticals companies have set up their operations in Hyderabad

owing to its established Public sector in Life Science Research and Genome Valley. The city incubates several promising start-up companies and is one of the most exciting business centers in the country.

Located at the crossroads of North and South India, Hyderabad has cultivated a unique culture that is reflected in its language and architecture. Hyderabad is known for its rich history, food and its multi-lingual culture. There are four major languages spoken in Hyderabad: Hindi, Deccani-Urdu, Telugu and English. English is the language of business and administration and is widely spoken and understood. The Hyderabadi cuisine is known for its delectable flavors. Traditional Hyderabadi Dum Biryani is the most celebrated dish from Hyderabad.

Hyderabad has world class education facilities. While it is home to the prestigious International Business School, the city also houses educational institutes and schools imparting various national and international curriculum. ICRISAT hosts the International School of Hyderabad within its campus.

Hyderabad is an ideal destination. A vibrant international community, warm and friendly residents, negligible crime rate, sophisticated luxury hotels, sprawling shopping malls, boutique cafes and world class recreation facilities make the city an ideal destination for global citizens.

How to apply:

If this position interests you, please follow the below instructions to apply.

Applicants should apply on or before **15 May 2022**, with latest Curriculum Vitae, and the names and contact information of three references that are knowledgeable about their professional qualifications and work experience. All applications will be acknowledged. However, only short-listed candidates will be contacted.

Please use the below link to apply - <https://careers.icrisat.org/careers/jobs?id=MTM%3D>

ICRISAT is an equal opportunity employer and is committed to increasing diversity and maintaining a progressive and inclusive workplace. We welcome applications from all qualified candidates regardless of their ethnicity, race, gender, religious beliefs, sexual orientation, age, marital status or whether they have a disability.