

Job Description for FANRPAN Chief Executive Officer

	FANRPAN is a multi- stakeholder and multi-tiered regional policy research and advocacy network, consisting of a regional secretariat and more than 670 member organisations organized into national nodes in seventeen African countries. FANRPAN's operations are informed by major continental and regional policy frameworks and processes in Africa such as the African Union's Agenda 2063, the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods and the Comprehensive Africa Agricultural Development Programme (CAADP) of the New Partnership for Agricultural Development (NEPAD).		
Job Title:	Chief Executive Officer		
Application Deadline:	30 July 2017	Interview dates:	15 - 17 August 2017
Job Location:	Pretoria, South Africa	Company Industry:	International NGO Agricultural Sector
Joining Date	1 October 2017	Employment Status:	Full-time
Employment Type:	Contract	Monthly Salary Range:	Market Related
Manages Others:	Yes		

Position Overview

FANRPAN is seeking a dynamic, innovative, strategic and tactical leader who sees both the big picture and the details and knows how to turn concepts into on-the-ground action and results. The successful candidate should have broad knowledge and experience in agriculture and food systems in Africa and. He/she should be well connected and respected at the highest levels in government, farmer organisations, civil society and the private sector.

FANRPAN's budget has more than tripled in the past five years. The network is moving towards decentralized operations and wants to bring its corporate services and operations to be on par with the best policy research and advocacy organizations and think tanks worldwide. This provides an exciting challenge for candidates with relevant experience and zeal to use their know-how and personal qualities in a not-for-profit research and development institution committed to food and nutrition security and poverty reduction in the developing world.

The position will be based at FANRPAN's Regional Office in Pretoria. The selected candidate will be expected to travel extensively to the project focal countries, regionally and internationally. S/he will report directly to the FANRPAN Board of Governors and must be fluent in spoken and written English.

Personal Traits:

- Strong conceptual and analytical skills
- Result-oriented, professional, accountable and proactive
- Ability to influence and manage expectations with senior leadership
- Ability to work effectively and efficiently individually and with multi-disciplinary teams in diverse cultural environments and drive action to accomplish goals for collective success
- Strong interpersonal skills, tact and patience
- Ability to multi-task and prioritize work amidst competing demands

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- Well-rounded and comprehensive knowledge of agriculture, food and nutrition security issues
- Experience in establishing effective partnerships
- Ability to drive change in a complex, multi-location matrix environment
- Excellent management and direct communication skills, including written and oral presentations
- Ability to work independently with little supervision and as a team member in accomplishment of duties

Key responsibilities:

a) Strategic Leadership

- Provide strategic leadership, supervision, support, and oversight of all FANRPAN directors, other staff and Country Nodes.
- Work with African governments and development partners at the highest level to establish policies and programs that promote broad-based agricultural development for food and nutrition security and as an engine of national economic growth.
- Build strong partnerships with African governments, agricultural development organisations working in Africa, multilateral and regional organisations, and the private sector to facilitate implementation of programmes within and across African national agricultural research organisations and universities, CGIAR centers and other advanced research institutes, the private sector, NGOs and farmer organisations.
- Broaden support and mobilise additional resources for FANRPAN programs through public awareness, advocacy, representation and negotiations with donor and recipient governments and other key partners.
- Stay attuned to and address the concerns of FANRPAN stakeholders in promoting an equitable and sustainable transformation of African agriculture;
- Act as the direct liaison for the Board, Network members and management of FANRPAN, ensuring regular and consistent communication and reporting between and amongst all.
- Helping to identify candidates who would strengthen the FANRPAN Board and leading the recruitment of highly qualified executives for leadership positions.
- Leverage the influence and experience of the Board.
- Assist, support, and advise the senior management team on all relevant program issues.
- Represent and promote FANRPAN's interests in various national, regional, and international forums; and participate in relevant ad hoc deliberations convened by the Board of Directors.
- Partner with other leaders to foster a workplace culture of continuous improvement and growth.
- Champion change management efforts to increase acceptance of initiatives aimed at institutional improvement.

b) Advocacy

- Champion the vision of FANRPAN and represent the organisation at highest level in national, regional and international engagements.
- Provide leadership in communication and advocacy functions of the organisation and lead the execution of the communication and advocacy strategy with integrity and excellence.
- Ensure visibility of FANRPAN through strong branding, communication, publications, public relations and event management support and advice to management and directors.
- Cultivate a culture of FANRPAN brand loyalty and commitment amongst staff.

c) Financial and Resource Mobilization

- Develop and implement a sustainable resource mobilisation strategy.
- Lead Program Directors in developing funding proposals in support of FANRPAN's programmatic investments and initiatives.
- Develop, update, streamline and ensure implementation of FANRPAN's financial policies and

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procedures.

- Maintain oversight on external service providers and independent contractors in accordance with their contracts and terms of reference.

d) Technical Leadership

- Provide strategic leadership for program directors to ensure programs are aligned with the strategy
- Develop an integrated and cohesive approach to planning of FANRPAN's core programs, with sound and measurable performance indicators, leading directly to the achievements of program strategies.
- Create and build opportunities for collaborative initiatives across the programs.
- Promote innovation and cohesion across the programs.
- Ensure that FANRPAN programs are operating at the highest level of efficiency and effectiveness and deliver on agreed outputs, outcomes, and impacts.

e) Human Capital Management

- Manage staff, including hiring, training, and supervision of staff.
- Assist, coach, and support directors, country implementing partners and outsourced service providers to effectively manage and deliver products and services.
- Ensure the team is cohesive and aligned with common goals.
- Drive efficiency analysis and ongoing process improvement.
- Manage the performance, training, coaching and continuous development of all FANRPAN staff in accordance with the organisation's performance management program.

Note:

- The shortlisted candidates should be available for selection interviews in 15 -17 August 2017.
- The shortlisted candidates will be required to undertake various tests, including general medicals, skills tests and psychometric assessments to ensure fitness for purpose.
- They will also be required to present three referees who can attest to their professional competencies.

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<p>Skills:</p>
<p>Competence and experience :</p> <ul style="list-style-type: none"> • Ability to contribute to the formulation of strategic vision, to think innovatively about new approaches to complex issues, and to bridge between agricultural research and other analytic work and policy. • Knowledge of and familiarity with grant-making operations, programs and services, and of the African agricultural issues arising in the course of FANRPAN’s work and an understanding of the Network’s role in addressing them. • Demonstrated ability to lead development-oriented agricultural programs in Africa, and the guide thematic but integrated program teams. • Ability to work in collegial, partnership style. Demonstrated ability to work effectively in a matrix context. • Established leader, pervasive team builder, people focused, strategic thinker, with strong management and supervisory skills, including the ability to recommend and make difficult decisions, in a matrix reporting structure, in a rapidly changing, complex and demanding environment • Knowledge of organizational and financial policies, practices and challenges in state-of-the-art research organizations, including matrix management approaches • Excellent trust – and relationship –building skills, outstanding interpersonal skills, integrity, responsiveness, and decisiveness. Ability to work in partnership with other executives and senior management to achieve the above. • Ability to identify and harness business opportunities and demonstrable experience in resource mobilisation. • Proven experience in developing strategic plans and their implementation • Oversight and managing institutional and project budgets, resources and staff • Demonstrated ability to coach, mentor and support the professional development of others <p>Qualifications:</p> <ul style="list-style-type: none"> • PhD in Agriculture or Masters degree with at least 15 years’ experience in related field • At least 15 years of relevant professional experience in a similar position at regional and/or international level preferably in the NGO sector • Exposure to donor reporting requirements • Competence in use of Microsoft Office programmes and project management software • Excellent IT skills

FILL IN FOR POSTINGS			
Please Send Application to:			
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Internal URL:	www.fanrpan.org	Closing date:	30 July 2017