

Member Competencies, time commitment  
and honorarium arrangements for members of  
CGIAR's Independent Science for Development Council

## Background

1. The Independent Science for Development Council ('ISDC') mandate comprises the following areas<sup>1</sup>, to be executed under the strategic oversight of the CGIAR System Council:
  - a. **Foresight** work to inform CGIAR's longer term research strategy;
  - b. **Horizon scanning** to provide analysis on how emerging trends and developments can be taken into account in CGIAR's work;
  - c. **Priority setting** exercises and analyses integrating both ex-post and ex-ante analyses;
  - d. Guidance for periodic **proposal assessment** processes; and
  - e. **Other functions**, on the strategic direction of CGIAR and the value of its research agenda.
2. Built on the principles of ensuring independence of advice; improved efficiency; improved communication; improved and systematic linkage between science and development through innovation and effective partnerships; and higher ownership and improved coordination of the advice by the System itself, the ISDC's role is to provide world-class independent advice to the System Council.
3. As set out the terms of reference ISDC, the council will consist of up to eight independent members appointed by the System Council upon the recommendation of a Nominations Panel.
4. ISDC members (including the Chair), are appointed for an initial period of three years, with a one year assessment period for confirmation of continuation of the term. There will be the possibility to be renewed by decision of the System Council for one additional three-year term.

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<sup>1</sup> [https://www.cgiar.org/wp/wp-content/uploads/2018/10/TOR-ISDC\\_Approved\\_04Oct2018.pdf](https://www.cgiar.org/wp/wp-content/uploads/2018/10/TOR-ISDC_Approved_04Oct2018.pdf)

## ISDC Member Competencies (including the ISDC Chair)

5. **Overall ISDC profile:** The members of the ISDC should, as a collective Council:
  - a. **Represent an appropriate balance** of scientific, programmatic and development expertise in sectors including and beyond agriculture
  - b. **Reflect eminence** in their fields with internationally-recognized achievements
  - c. **Have geographically diverse experiences** and include persons who work or have worked with a broad range of organizations across multiple countries
  - d. **To the extent possible without compromising expertise, reflect geographic, gender and age diversity**, by adopting the following principles as a guide:
    - i. Aim for at least 40 percent of the 8 members who are women
    - ii. Aim for at least 40 percent of the 8 members who are of developing country origin
    - iii. To diversify the age composition of the ISDC
  
6. **Experience and Expertise domains:** To fulfil the functions outlined for the ISDC in its terms of reference, the search and selection of ISDC members should aim for individuals with backgrounds, qualifications and experience in the following disciplines or skills. Ideally, individual members would have a proven track-record in several domains:
  - a. **Agriculture:** Key disciplines or activities related to the subject of agriculture and agri-food systems, including biological sciences looking at the study of life and living organisms, their life cycles, adaptations and environment, covering various sub-fields of biology and biochemistry.
  - b. **Social sciences:** Academic disciplines concerned with the study of the social life of human groups and individuals, often including anthropology, economics, geography, political science, sociology and gender issues.
  - c. **Development:** Academic training in the processes, policy and practice of international development/development economics with a clear understanding of how research outputs can be translated into development outcomes and understanding of inner workings of international development
  - d. **Innovation, technology and private sector:** Fields of study and practice around the dynamics of emerging technologies, delivery and social and economic impact.
  - e. **Key cross-cutting topics** including health, climate change, nutrition, youth and agripreneurship, big data, and policy and the intersection of the various disciplines.

- f. **Key methodological areas** particularly in areas of foresight, horizon scanning, proposal assessment, theories of change, and data analytics.
7. **Minimum competencies:** ISDC members should bring to their role the following minimum competencies:
- a. **A forward looking perspective:** Application of an analytical strength in exploring the “drivers of the future” and the role of agriculture and related sectors
  - b. **Capacity to consolidate and filter the most relevant information:** To identify the most strategic and relevant opportunities for value-add, taking the organizational, political and institutional considerations into context
  - c. **Instill confidence:** Through the provision of thoughtful analysis and highly relevant outputs
  - d. **Keeping up with cutting-edge/state of the art concepts:** Demonstrate openness to concepts that push research for development boundaries, including through innovative technologies and/or partnerships
  - e. **A facilitative and consultative approach:** Proven ability to work independently as well as part of a multi-faceted team in which individual perspectives are contributed but a common product is developed
  - f. **Proven communication skills:** Diplomatic, with an ability to present findings and recommendations in a clear, timely and concise manner in both written and oral form
  - g. **High ethical standards:** Safeguard the integrity and independence of the ISDC. Adherence to confidentiality and conflict of interest policies. Be objective and provide an expert opinion based on technical merit. No bias towards certain countries, disciplines or methodologies
  - h. **Flexibility:** Ability to adapt to changes in CGIAR’s governing and operating context

### Eligibility to serve as an ISDC member

8. ISDC members serve in a personal capacity. As such, they will not represent the positions of, or seek or accept instructions from, any other party. ISDC members will recuse themselves from any matter falling within the ISDC mandate where they have an interest, affiliation or other factor that may create an actual or perceived conflict of interest, which cannot be mitigated in accordance with the ISDC Conflict of Interest Policy (which policy shall be consistent with any approved CGIAR policy on ethics and conflict of interest).

9. To maintain the integrity and independence of the ISDC, persons will not be eligible to be appointed to serve as an ISDC member if they are currently directly employed by any CGIAR entity or are currently serving on any CGIAR Center's Board of Trustees. As part of the practice of proactively managing potential or actual conflicts of interest, it is a requirement that any active involvement or previous linkage with CGIAR is declared at the time of application to become an ISDC member, which involvement or linkage can then be assessed by the ISDC nominations panel. Successful candidates will be asked to sign an annual conflict of interest statement, which statement, as relevant to the specific circumstances, may include limits required to mitigate any actual or potential conflicts.

#### ISDC Member commitment and honorarium arrangements (excluding ISDC Chair)

10. The time commitment of an ISDC member is up to 25 days per calendar year, as determined by the ISDC Chair in consultation with the Director, Shared Secretariat considering the System Council approved budget and workplan of the ISDC. Inclusive in that time commitment will be a number of meetings per year, which may be in the order of 3-4 days in duration.
11. ISDC members receive an honorarium, considered to be compensation for time spent, rather than a professional fee. The honorarium is calculated based on the estimated level of effort per work/task and currently stands at US\$760/day (subject to change on the approval of the System Council)<sup>2</sup>. The honorarium arrangements for the ISDC Chair are as set out in the TOR for the Chair.
12. Travel expenses are paid through the Shared Secretariat in accordance with applicable policies.

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<sup>2</sup> As approved by the System Council at its 7<sup>th</sup> meeting in November 2018 based on the budget submission for the ISDC for the period 2019-2021.