

## CGIAR System Senior Adviser, Gender, Diversity and Inclusion

### Purpose

This document provides information on 1) the role of the ‘CGIAR System Senior Adviser, Gender, Diversity and Inclusion’ who will be supporting CGIAR in its journey towards attainment of its objectives in the area of workplace gender, diversity and inclusion; and 2) the profile of the incoming Senior Adviser appointed to carry out this role as of January 2020.

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Prepared by: The System Management Office based on the Job Description developed by the CGIAR Community of Practice of Human Resources professionals.

Key responsibilities of the 'CGIAR System Senior Advisor, Gender, Diversity and Inclusion'<sup>1</sup>

1. Support CGIAR's HR Community of Practice in **developing a CGIAR Gender, Diversity and Inclusion Framework** and ensuring its integration into a CGIAR People Management Strategy, by **stewarding collaborative processes involving all relevant stakeholders** across CGIAR.
2. **Generate strategic actionable insights and provide advice** to Center and System Organization HR leaders in order to successfully embed gender, diversity and inclusion in the workplace and enable CGIAR to leverage the collective talent and potential of its workforce.
3. **Provide subject matter expertise and serve as technical** writer, contributor or reviewer on gender equality, diversity and inclusion work plans, papers or initiatives, identifying new opportunities for partnerships with thought-leaders and organizations leading or driving global gender strategies and agendas.
4. Support and partner with relevant Center and System Organization HR leaders in the **design and coordination of training initiatives** to embed gender, diversity and inclusion in the workplace, with specific focus on equitable hiring, retention and promotion of staff. Where requested, this position may also make available knowledge, skills, and products that are grounded in best practice to **support efforts by individual Centers and the System Organization** to strengthen gender, diversity and inclusion in their own workplaces.
5. Support the **development of monitoring and evaluation mechanisms and manage the collection, analysis and synthesis of data and information** from CGIAR Centers and the System Organization in order to monitor progress in the area of gender, diversity and inclusion in CGIAR's workplaces. This includes supporting the development of context-specific indicators to measure progress and collating reported material from Centers and the System Organization and presenting that material in a consolidated report(s).
6. Keep current on relevant funder and peer organization **initiatives, strategies, policies, trends and new methodologies** to develop a sound foundation for gender, diversity and inclusion strategies, policies, systems and tools that enable CGIAR to tap into and leverage the collective talent and potential of its workforce.
7. Support the **development of communication strategies** on gender, diversity and inclusion and **build a cadre of gender, diversity and inclusion champions** throughout all levels of governance, leadership and delivery.
8. Provide support on the **development and implementation of new policies, tools and/or mechanisms that provide effective accountability structures** in the areas of safeguarding; anti-bullying and harassment; whistle-blowing and whistle-blower protection; ethical conduct and management of grievances and disciplinary matters.

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<sup>1</sup> These responsibilities are based on the Job Description agreed with the Convener of the HR community of practice, in consultation with the HR community of practice.

## Profile of incoming 'CGIAR System Senior Adviser, Gender, Diversity and Inclusion'

9. Fiona Bourdin-Farrell has been appointed to the position of CGIAR System Senior Adviser, Gender, Diversity & Inclusion, with an expected start date in January 202 and will be based in Rome, Italy.
10. Coming into this role, Fiona brings over 25 years of global HR expertise, with leadership roles in the private and international development sectors.
11. Fiona has extensive experience in leading specific efforts around gender, diversity and inclusion in international organizations. Namely, Fiona:
  - a. Held the position of Director of HR at UN Women for almost five years, where she served on key Gender, Diversity and Inclusion panels and working groups;
  - b. Supported the development of the UN System-wide Strategy on Gender Parity; and
  - c. Contributed to the Supplementary Guidance on the Enabling Environment Guidelines for the United Nations System.
12. Fiona also has a solid understanding of CGIAR, including its people management efforts and challenges, through:
  - a. Her current role as the Director of Human Resources, ICRISAT in which she:
    - i. Developed several key policies;
    - ii. Launched a number of significant HR modernization initiatives including a new Ethics and Safeguarding Framework and modern approaches to Whistleblowing and Concern Resolution; and
    - iii. Lead a number of change initiatives through a global Think Tank, a proposed Science Career path and a new global Orientation program.
  - b. Leading in 2019 the working group (made up of HR professionals across the System) that developed the proposed 'CGIAR Framework for Gender, Diversity and Inclusion', and its accompanying 2020-2021 'Action Plan'; and
  - c. Previously holding the position of Director of Human Resources, IRRI, for six years.