

Appointment process for filling vacancies arising in the Independent Science for Development Council (ISDC): Proposed approach

Purpose

This document sets out a proposed approach to the next appointment process to fill vacancies arising in ISDC to more closely align with the landscape and desired diversity of One CGIAR. The approach is new and includes more explicit diversity criteria for applicants. Specifically, there is a need for greater geographical diversity as expressed by System Council members during the previous appointment process.

Action requested:

The System Council are invited to approve the approach proposed to be further developed into an advertisement and strategy for filling vacancies arising in CGIAR's ISDC in advance of this going to the System Council for approval.

Document category: This is an internal working document of the Chair of the ISDC Nominations Panel and not for wider circulation at this time.

Prepared by: Chairs of the ISDC Nominations Panel and Independent Science for Development Council

Framing for this note

1. ISDC provides an important advisory function that is integral to the governance of One CGIAR. It is important therefore that ISDC includes skills, disciplines and backgrounds relevant to the One CGIAR agenda.
2. ISDC vacancies arising (Annex I) provides an opportunity to ensure that One CGIAR's sharper mission statement and impact focus to 2030, its articulation of thematic priorities, its attention to agriculture innovation systems, and focus on engagement at regional and country level are adequately reflected amongst ISDC members.
3. The System Council is requested to consider the approach outlined and provide support for this to be taken forward into a public advertisement and strategy in line with the terms of reference of ISDC¹.

Proposed approach

Step 1: Clearly articulating the criteria for the search

4. Diversity and Inclusion: To further strengthen the current strategy of '*to the extent possible without compromising expertise, reflect geographic, gender and age diversity*'², applications from the following will be particularly encouraged:
 - a. Candidates whose origin, experiences and normal work environments are predominantly from the following **regions where CGIAR's work is focused**:
(*Note: suitable applicants from Sub-Saharan Africa particularly encouraged*)
 - i. East & Southern Africa
 - ii. West & Central Africa
 - iii. South Asia
 - iv. Southeast Asia & the Pacific
 - v. Central & West Asia & North Africa
 - vi. Latin America & the Caribbean
 - b. **Women and non-binary persons.**
 - c. **Early to mid-career researchers and science for development experts.**
5. Expertise: ISDC members are expected to demonstrate experience and/or expertise in a number of domains outlined in the member competencies framework³. To achieve an overall composition that well positions ISDC to carry out its mandate in the new One CGIAR landscape, the next appointment process will be seeking strong candidates in the following areas:
 - a. **Innovation Systems / Development Specialist**
 - b. **Agro-Ecology / Ecosystems Specialist**
 - c. **Plant Breeding Specialist**

¹ The terms of reference of ISDC are available at: https://storage.googleapis.com/cgiarorg/2018/10/TOR-ISDC_Approved_04Oct2018.pdf

² From the Member Competencies article 5d. which includes 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

³ The Member Competencies for members of CGIAR's Independent Science for Development Council are available at: <https://storage.googleapis.com/cgiarorg/2020/04/ISDC-MemberCompetencies.pdf>

6. **Competencies:** This approach proposes using broadened criteria beyond the more traditional model of “science eminence” to identify suitable candidates for ISDC to work effectively within the new One CGIAR landscape, through the following:
 - a. Represent a balance of scientific, programmatic, innovation, and development expertise relevant to agri-food systems.
 - b. Reflect eminence in their fields with internationally-recognized achievements, not limited to scientific innovations and publications, in accordance with their current career progression, and capacities to develop a systemic vision.
 - c. An ability to recognize the mechanisms by which science and research deliver development and innovation outcomes in line with One CGIAR’s new mandate.
 - d. Ability to deliver strategic advice that benefits from members with diverse cultural, organizational, educational, training and geographic backgrounds.
7. **Eligibility:** Based on the conflict of interest policy of the CGIAR advisory services⁴ persons will not be eligible to be appointed to the ISDC, thus should not apply, if:
 - a. Currently employed by a CGIAR entity or during last two years;
 - b. Actively serving on a CGIAR Board or any of its committees;
 - c. Serving as Director of a major research program or CEO/DG of a significant public research institute; or
 - d. Working directly in a Funder agency represented on the System Council.

Step II: Implementing a more targeted strategy for advertisement

8. In addition to a more clearly articulated and focused advertisement, the intention would be to implement a more targeted strategy for distribution of the advertisement to make a wider pool of communities and networks directly aware of the opportunity.
9. The strategy would involve, but not be limited to, specific outreach to:
 - a. System Council regional members and funder members’ country missions
 - b. University networks in regions, including through RUFORUM⁵
 - c. Regional fora for agricultural research for development
 - d. African Women in Agricultural Research and Development⁶ (AWARD)
 - e. CGIAR Board members’ networks
 - f. CGIAR Country offices/representatives and key program partners
 - g. Private sector groupings particularly in regions listed above
 - h. United Nations Agencies’ Regional/ Country offices and networks
 - i. Professional networks of current ISDC members

⁴ Conflict of interest policy of the CGIAR advisory services is available at:
[https://cas.cgiar.org/sites/default/files/pdf/CAS Conflict of Interest Policy 0.pdf](https://cas.cgiar.org/sites/default/files/pdf/CAS%20Conflict%20of%20Interest%20Policy%200.pdf)

⁵ The Regional Universities Forum for Capacity Building in Agriculture (RUFORUM), established by ten Vice Chancellors in 2004, is a consortium of 129 African universities operating within 38 countries spanning the African continent: <https://www.ruforum.org/>

⁶ <https://awardfellowships.org/>

10. The strategy could also make use of reasonably priced advertising opportunities from Devex and LinkedIn Business Solutions to target wide range of professionals.

Proposed Nominations Panel composition

11. Pursuant to paragraph 4.4 of the ISDC Terms of Reference, the System Council is requested to consider, and if thought appropriate, approve the members of the 2021 ISDC Member Nominations Panel, such persons to serve in their individual capacities, and pursuant to Article 3.5 of the CGIAR System Framework, in good faith in the interests of the CGIAR System.

| Panel member categories from ISDC TOR | Proposed Panel member | Position and affiliation relevant to panel category |
|--|-----------------------|--|
| [Up to two] <u>System Council members</u> nominated by the System Council Chair, one of whom shall be the SIMEC Chair or her/his delegate | I. Michel Bernhardt | Chair, System Council's Strategic Impact, Monitoring and Evaluation Committee (SIMEC) |
| | II. AnnaMaria Oltorp | System Council member from Sweden |
| [Up to two] <u>Science leaders</u> nominated by the System Council Chair | III. Jutta Werner | Project Manager for Adaptation to Climate Change at ZUG gGmbH. <i>Previously- Scientist with ICARDA working with Rangeland Governance, Sustainable Intensification and Resilient Production Systems</i> |
| | IV. Ed Rege | CEO/Chairman of Emerge Centre for Innovations-Africa <i>Previously- Director of the Global Biotechnology Program of ILRI.</i> |
| [Up to two] <u>Persons fully external to CGIAR</u> <i>[more than two years since direct involvement with CGIAR]</i> | V. Judith Francis | Independent Strategic and Policy Advisor on Innovation in Agri-food and Nutrition Systems <i>Recently- Senior Programme Coordinator, S&T Policy, CTA; Executive Secretary of the European Forum for Agricultural Research for Development</i> |
| | | |
| Invited guest from current ISDC as an active observer | Suneetha Kadiyala | Associate Professor in Nutrition-Sensitive Development, London School of Hygiene and Tropical Medicine, UK; ISDC member since 2019 |

12. The composition reflects diversity in gender- 4 women and 2 men; in geographical origin from Africa, Latin America & Caribbean, Asia, and Europe; and in thematic expertise.

Annex I: Current composition and anticipated vacancies in ISDC

The three vacancies in the ISDC to be filled in 2020-2021 are illustrated in the table below:

| Member | Diversity domains [gender; country of origin; country of residence] | Role | Appointment end date |
|--|---|--------|---------------------------------------|
| Holger Meinke | M; Germany; Australia | Chair | 20 September 2022 |
| Vacancy in 2021 [currently Nighisty Ghezae] | ----- [F; Ethiopia; Sweden] | Member | 7 February 2021 ⁷ |
| Lesley Torrance | F; Scotland | Member | 30 September 2022 |
| Chris Barrett | M; USA | Member | 30 September 2022 |
| Suneetha Kadiyala | F; India; UK | Member | 30 September 2022 |
| Vacancy in 2020 [previously Mandefro Nigussie, who has taken up the role of Ethiopia's State Minister of Agriculture] | ----- | Member | Became vacant at 30 September 2020 |
| Andrew Ash | M; Australia | Member | 30 September 2022 |
| Vacancy since 2019⁸. | --- | Member | ----- |

⁷ SC/M10/EDP3: The System Council approved a special extension of the term of Nighisty Ghezae, current ISDC member, from 8 August 2020 for an additional six months, or until a successor is appointed, to provide continuity in ISDC as it builds up new membership.

⁸ SC/M8/EDP4 included the System Council support for the recommended approach from the Nominations Panel to leave one ISDC member seat (8th) vacant which can be filled when the ISDC Chair and new members are in place; when potential gaps in expertise and representation are identified as important to contribute to an optimal overall profile of the ISDC; and when the new directions of the CGIAR System have been more fully articulated through ongoing processes. Find it at: <https://www.cgiar.org/how-we-work/governance/system-council/system-council-decision-register/>