

# **Executive Brief: Global Chief Audit Executive One CGIAR**

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## Contents

- 3 | Overview
- 4 | About CGIAR
- 6 | Role Purpose
- 7 | Duties & Responsibilities
- 8 | Education, Qualifications & Experience
- 9 | Terms of Appointment
- 10 | How to Apply
- 11 | Meet SRI Executive's Search Team



## About CGIAR

One CGIAR is a dynamic reformulation of CGIAR's partnerships, knowledge, assets, and global presence, aiming for greater integration and impact in the face of the interdependent challenges facing today's world. As One CGIAR, scientific innovations for food, land and water systems can be deployed faster, at a larger scale, and at reduced cost, having greater impact where they are needed the most. This will provide our beneficiaries around the world with more sustainable ways to grow, catch, transport, process, trade, and consume safe and nutritious food.

A unified One CGIAR comprises of:

- A sharper mission statement and impact focus to 2030, aligned with the Sustainable Development Goals (SDGs);
- Unified governance – the same 8 members on the Boards of One CGIAR institutions –
- Institutional integration, including more aligned management under an empowered Executive Management Team, common policies and services, and a unified country and regional presence;
- A new research modality; as well as
- More, and pooled, funding.

The growing pace of change and the challenges it brings exceed CGIAR's ability to respond. We need a broader and deeper integration of our assets and operations. Threats to food, nutrition, and water security posed by climate change and other challenges are not new, but are becoming increasingly complex and pressing, requiring new approaches. The COVID-19 pandemic further highlights the need for a food systems response. Fragmentation of the research agenda has limited the potential of science to help achieve global goals of ending poverty and hunger by 2030. The overarching objectives and principles guiding the transition have been set and we are now undertaking an inclusive and consultative process of co-creation to define the destination in further detail, and the transition pathway to reach it. CGIAR has a global footprint with staff deployed in more than 80 countries.

You can learn more at <https://www.cgiar.org/>

## Commitment to Gender Equity, Diversity and Inclusion

CGIAR is committed to fair, safe, and inclusive workplaces. We believe that diversity powers our innovation, contributes to our excellence, and is critical for our mission. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority for us. We encourage applications from all cultures, races, colors, religions, national or regional origins, ages, disability statuses, sexual orientations, and gender identities. We particularly welcome applications from women.

[Learn more about our commitment here.](#)



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## Role Profile

The Global Chief Audit Executive leads the Internal Assurance Service for One CGIAR in an independent, objective and ethical manner, and in a way that helps CGIAR to meet its vision and mission, and deliver on the 2030 Research and Innovation Strategy. The role holder will bring their extensive professional expertise, strategic thinking and leadership and engagement skills, to design and drive the continued transformation of a One CGIAR Internal Assurance Service as a highly effective and respected assurance and advisory provider, thus maximizing its contribution to effective decision making and the achievement of institutional objectives. The role holder will also be pivotal in enabling the effective discharge of the role of the CGIAR Audit, Finance and Risk Committee ('AFRC').



## Duties & Responsibilities

- Setting and communicating internal audit KPIs to the System Board and the Executive Management Team, and leading a world class lean and agile Internal Assurance Service that helps CGIAR to improve its governance, risk management and compliance ('GRC'), recognizing this must be achieved in the context of a science-based culture that embraces change and encourages creativity, learning and innovation.
- Acting as an ambassador for good GRC alongside other key internal colleagues, and playing a pivotal role fostering learning across CGIAR, by actively sharing good practices and effective solutions.
- Co-ordinating the work of the Internal Assurance Service with other internal and external third line functions. Internally this will include the Ethics and Business Conduct unit, and CGIAR's Independent Advisory & Evaluation Service. It will also include different external audit bodies.
- Offering strategic insights to strengthen CGIAR's GRC functions and processes, via assignments (assurance and advisory) and thematic review of issues and incidents.
- Developing and delivering a dynamic risk-based audit plan that provides ongoing assurance over One CGIAR GRC thus enabling One CGIAR to deliver on its key objectives and manage its key risks and internal controls, in line with the appropriate risk appetite.
- Overseeing and managing assignment delivery in a manner that recognizes the need to manage the impact of internal audit assignments on business operations, effectively communicating findings, agreeing action plans, and overseeing a process to ensure the delivery of management action plans.

## Duties & Responsibilities

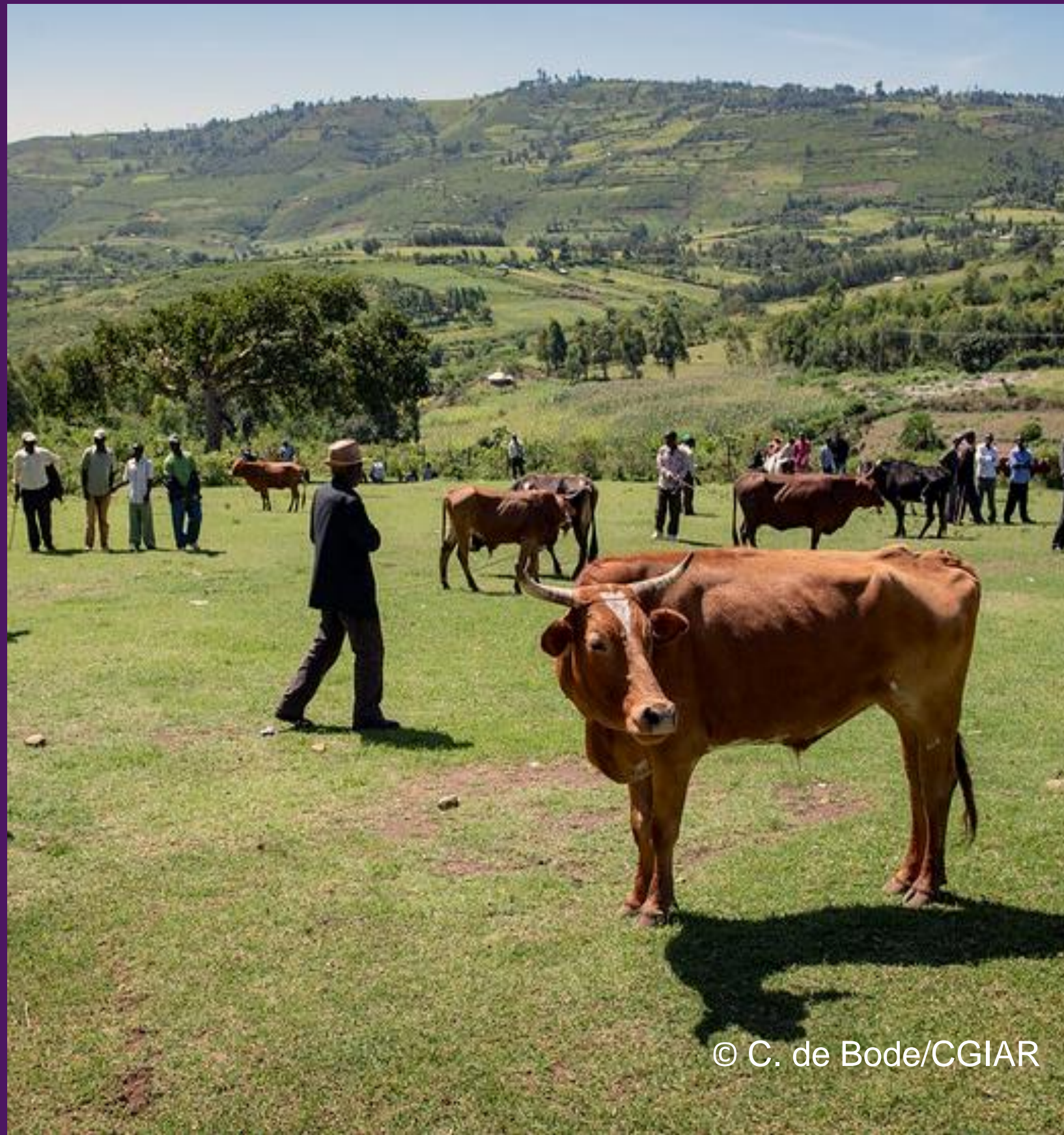
- Leading, inspiring, and motivating the Internal Assurance Service team. This includes designing, staffing, and organizing a fit-for-purpose function and build a diverse and effective team able to deliver first class Internal Assurance Service in a respectful and inclusive work environment.
- Developing and maintaining an efficient and effective working relationship with the organization's external auditors with the aim of optimizing delivery of appropriate assurance goals and obligations of CGIAR.
- Building capacity and promoting good practices across all functions of One CGIAR, and ensuring the IA function adheres to, and exceeds where appropriate, international internal audit standards, as set out by the Institute of Internal Auditors (IIA).
- Managing key internal audit deliverables and key performance indicators including plan delivery, oversight of third-party contractors, delivery of a Quality Assurance and Improvement Program (QAIP), the dissemination of good GRC practices across One CGIAR within relevant and appropriate budget and headcount requirements.
- Communicating effectively with confidentiality and sensitivity on key GRC matters, able to influence and persuade colleagues at EMT and divisional management team level and ensuring discipline and robust protocols around the dissemination of sensitive information.
- Proposing and managing the approved budget of the Internal Assurance Service.

## Reporting Arrangements

The role reports functionally to the Chair of the [CGIAR Audit, Finance and Risk Committee](#) ('AFRC') and administratively (for day-to-day operations) to CGIAR's Managing Director of Institutional Strategy and Systems (on behalf of the [Executive Management Team](#)).

## Organizational Positioning

The role is situated in the One CGIAR organizational structure at a senior grading commensurate with other leadership roles in the Institutional Strategy & Systems Division.





## **Academic and Professional Qualifications/Work Experience**

- A proven track record of being able to work in an integrated way with multiple other functions in a “combined assurance” model, preferably in a science-oriented context. Specifically, able to understand scientific research and good practices to manage risks and – ideally - experience of auditing research science management processes.
- In-depth understanding of good GRC practices applicable to a complex international organization, where creativity, learning and innovation are key. This will include understanding how risks can manifest across boundaries and because of cultural misalignment, and how to drive effective practices that will match the cultural context of relevant staff.
- In-depth knowledge of leading internal audit practices and a track record of how to lead a transformation of the internal audit capability whilst ensuring delivery.
- Advanced University Degree or Masters’ degree in relevant field (Finance and accounting degree desirable but not essential).
- Certified Internal Auditor or equivalent related designation.
- Evidence of extensive experience at a senior level in a professional audit capacity, preferably in an international non-profit & non-governmental setting.



## Key competencies

- An inspirational, motivational, and inclusive management style.
- The ability to work effectively across a complex and adaptive system within a context of ambiguity and continual change. Specifically, a proven track record of leading and delivering internal audit services in a complex matrix organization or international group.
- Change management competencies and ability to lead and facilitate different groups of people through changes
- Personal credibility and effective influencing skills, with capability to think strategically and communicate opinions and ideas in a compelling way to a broad range of internal and external stakeholders with political awareness.
- Ability to connect with people and groups to form effective strategic alliances.
- Effective communication at board and senior leadership level in a large-scale organization, and adept at building and sustaining strategic relationships across the global organization.
- Sound judgment and decision-making in complex situations.
- Strong influencing skills to drive internal change.

## **Other skills & capabilities**

An appreciation of risks in the digital era and how to manage these as well as IT and data collection, processing, and output. Preferably will bring experience how leveraging data and data visualization can streamline audit activities and help engage senior stakeholders.

Demonstrate superior skills in written and verbal communication in English (especially a proven ability to prepare and present clear, logical, and succinct written reports, presentations, and correspondence)

Proficiency in Arabic, French, Spanish or another language used in locations with large CGIAR operations, would be an advantage.

## **Information and Technology**

Proficient in use of Microsoft Office products including Excel, Word, PowerPoint

Preferably familiarity with electronic GRC and/or internal audit tools (e.g., MetricStream, BWISE and/or ACL, MKinsight or TeamMate+).



## **Scope/Authority/Values**

### **Resources Managed**

- Prioritizes and allocates work to others and supervises in a rigorous but empowering way
- Adapts plans and priorities to meet service and/or operational challenges.

### **Autonomy**

- Determines priorities and the allocation of resources for a major project(s), section or a unit.
- Able to adjust the Internal Audit plan dynamically /assignment approaches as needed

### **Values**

- Able to demonstrate how the One CGIAR values will be put into practice



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## Terms of Appointment

CGIAR offers an attractive compensation package, with favorable taxation arrangements as applicable in the country of the duty station, comprehensive employee benefits comprising extensive insurance coverage, a non-contributory retirement plan, education grant, and relocation support for the staff member and eligible dependents.

The successful candidate will be offered an initial 3-year contract, renewable. Confirmation of the contract is subject to a probationary period of one year.

## Location

The work location will be at one of CGIAR's global locations, with considerable time spent with the Executive Management Team considered important.

## Special Conditions

Frequent travel required, travel restrictions permitting. May be up to 40% of time spent travelling away from designated duty station

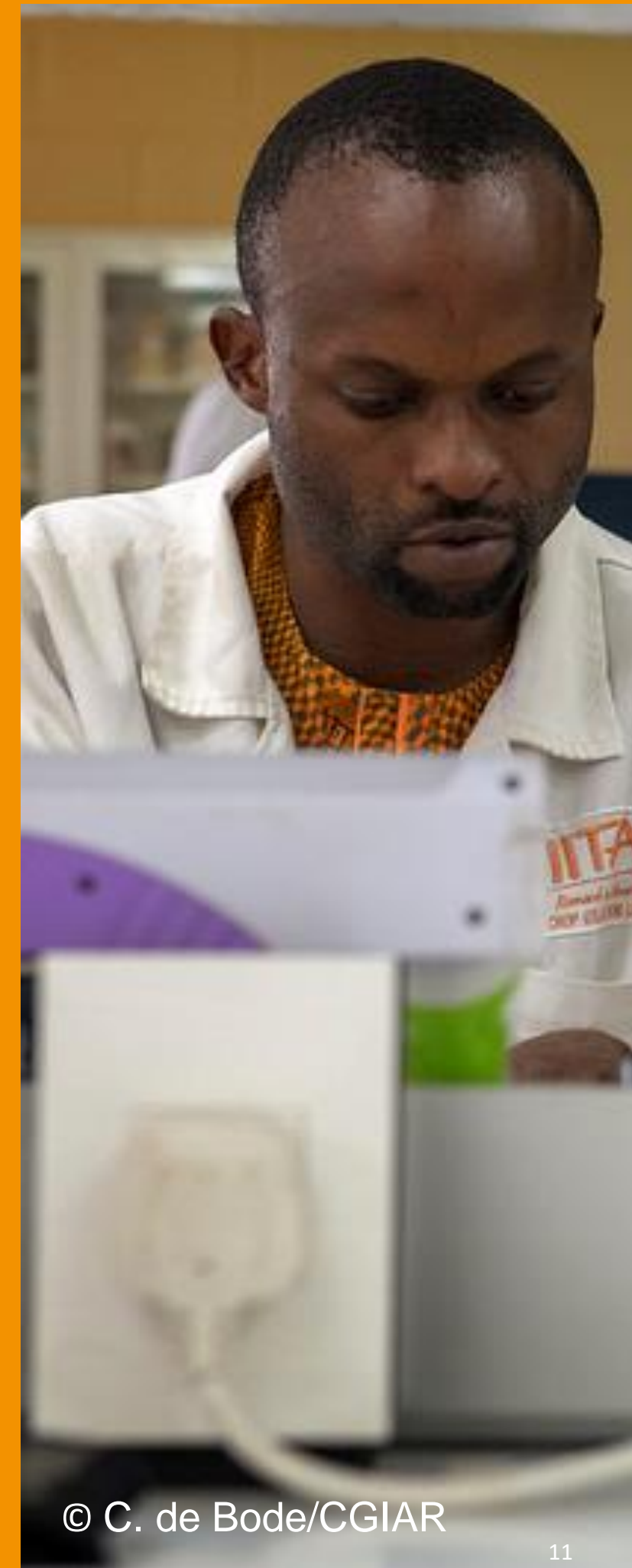


## How to Apply & Key Steps in the Process\*

*SRI Executive is exclusively retained by CGIAR to undertake this assignment.*

1. To be considered for this position, please forward a copy of your CV in Microsoft Word format to [CAE-CGIAR@sri-executive.com](mailto:CAE-CGIAR@sri-executive.com) on or before **Jan 21<sup>st</sup> 2022**. All information will be treated in the strictest confidence. We will revert to you as soon as possible once we have reviewed your application.
2. Should you meet the role requirements, SRI Executive will require you to complete a Competency Profile. Our team will hold several screening discussions with you to ensure there is a clear understanding of the Terms of Reference, and to ascertain if there is the appropriate “fit” (technical and behavioural).
3. SRI Executive will provide CGIAR with a shortlist of recommended candidates. The Search Committee will select which candidates to take forward for interview. SRI Executive will contact selected candidates and arrange interviews. Interviews will be conducted by video-conference.
4. The Search Committee will hold interviews with the shortlisted candidates.
5. Please be aware this appointment will require references on a professional and character level. These will only be at a suitable juncture agreeable to both parties, and we take steps to ensure all parties are protected and represented accurately.
6. The successful candidate will be required to provide certified copies of their qualifications.
7. Following the interviews with CGIAR’s Search Committee, we will advise you of their decision and provide feedback. At the selection stage, should you be the preferred final candidate, our client will likely extend to you a letter of intention to offer you the position. That the offer will be subject to a reference from your current employer.

*\* Please note that this process may be subject to some change.*



## Meet SRI Executive's Team



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We are here to support with queries, updates and interview preparation throughout this selection process. Please do not hesitate to reach out as needed, but know we will be in touch regularly.

## About SRI Executive

SRI Executive is a global Executive Search and Strategy consulting practice specialising in the International Development, Global Health, Sustainability, Development Finance and Education sectors. We have partnered with more than 300 organisations to place and support exceptional leaders and develop future-ready strategies that lead to impact.

We bring in-depth expertise, an exclusive network and tailored approach to our service so that in Executive Search, organisations are introduced to leaders who have the balance of behavioural and technical skills to succeed in shaping a better world. In Strategy, our teams are purpose-built with globally respected thematic experts who co-create a roadmap to achieve meaningful global change.

In enhancing the capability, capacity and resilience of mission-driven organisations around the world, we know it comes down to people.

We know **who** it takes to create a lasting impact.

