

SUMMARY

CGIAR all-staff webinars

Main topics

- Update on Ethiopia
- Highlights on CGIAR Initiatives, global engagement and new CGIAR operational structure
- Introduction of four newly appointed directors
- Questions and answers about the One CGIAR transition

You, the Executive Management Team and answers about the transition

16/17 NOVEMBER 2021

More than 1,100 staff across CGIAR joined this series of webinars timed to reach people live in time zones across the globe. These webinars with the Executive Management Team (EMT) are held every two months to provide information about the One CGIAR transition and to answer staff questions live.

Ethiopia

The federal government of Ethiopia has declared a state of emergency due to the conflict in the Tigray region in the far north of the country. The Global Safety and Security Review Team and those on the ground are taking every measure to ensure the safety and wellbeing of colleagues in the country. International staff are being relocated out of Ethiopia, with nine expatriate staff from various CGIAR centers left in Addis Ababa. All field work has been suspended and staff have been asked to return to their home bases and shelter there.

EMT highlights

Kundhavi Kadiresan on research and innovation agenda: CGIAR had a major presence at many of the year's global events, starting with the Global Adaptation Summit in January, the pre-Summit in Rome of the UN Food Systems Summit and COP26. A main priority for 2021 was advancing the CGIAR research and innovation agenda and focusing on pooled funding, and funders have come through and this is a positive achievement.

Elwyn Grainger-Jones on the destination: Strong technical work on many fronts has proceeded, including developing the new structure, finalizing the affiliation process and putting together a budget. The senior leadership team met for a retreat in Rome to define the shared destination and build team cohesion, and left primed to prove to the world that CGIAR is capable of making this major change.

Claudia Sadoff on Initiatives: The first 19 CGIAR Initiatives were submitted in September for external independent review. The rest will be submitted in the next couple of weeks, but they are all part of a single cohesive portfolio. These Initiatives are ambitious and exciting, and the Initiative Design Teams have been functioning as One CGIAR teams. They're pulling across different centers, they're working with key partners outside of CGIAR, and trying to articulate the vision of what we can do in these more integrated and ambitious teams.

Newly appointed directors

Regional Director for South Asia Temina Lalani-Shariff started on 15 November 2021, and will be based in New Delhi, India.

"Our country partners are making very different demands of us today. When you think about what they want to achieve, they're really looking for us to, in our research, support the ambitions that they have set for themselves in the region. They want to co-develop that research, and they want to share capacity with us very much as a two-way street."

Regional Director for Latin America and the Caribbean Joaquín Lozano will start on 6 December 2021 and be based in Lima, Peru.

"We have to work very hard to support the mitigation of the material deterioration of the natural heritage of Latin America and the Caribbean. We must work mostly with rural people and try to mitigate the effects of the disparities that persist in the regions."

Global Director of Innovative Finance and Resource Mobilization André Zandstra

was previously Director of Funding and External Engagement with the CGIAR System Organization, and is based in Rome, Italy.

“The overarching goal is quite simple: it is increasing resources for the CGIAR 2030 Research and Innovation Strategy, fund good science and make big impact. But we want to take an enterprise approach to resource mobilization that is increasing the ambition, reducing the fragmentation and organizing around a collective goal to double or triple CGIAR resources on a sustainable and annual basis.”

Global Director of Communications and Outreach Lotte Pang started on 15 November 2021, and is based in Rome, Italy.

“I firmly believe that CGIAR is in the right place at the right time... As a priority we will put in place the resources to support internal communications, we'll have a new brand coming soon – we need to position that brand so we stand out in a crowded field – and we will have a communication strategy that supports our global goals and keeps us focused on communicating impact.”

Select questions and answers

(summarized for length and clarity):

When will we hear about affiliation?

Affiliation will be communicated very soon. It took a little longer than planned, but we are almost there. To recap – there will be no immediate changes to people’s daily work, job description, contract, compensation and benefits. The next step is to gradually bring colleagues into the One CGIAR operating structure, particularly through reporting line changes. This is going to take time and will be handled carefully, and staff will be notified ahead of time.

Over US\$1 billion pledged for CGIAR 2030 Research & Innovation Strategy



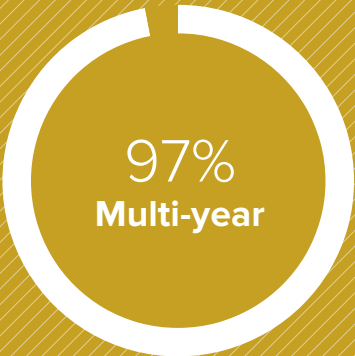
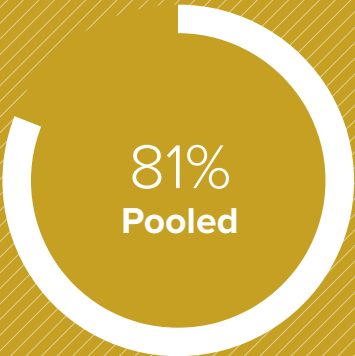
\$256m

European Commission	€140m
Netherlands	€75m
Belgium	€6m



\$780m

Bill & Melinda Gates Foundation	\$315m
United States	\$215m
World Bank	(\$150m)
United Kingdom	£38.5m
Canada	CAD\$55m
Belgium	€18m



If you have any questions, please direct them to your center's affiliation focal point.

Will there be a global headquarters and where will the global headquarters be?

CGIAR is not setting up a traditional headquarter-based organization. One of CGIAR's strengths is its distributed capability. And with modern technologies, CGIAR can actually have a leadership group that is not based in any one place. We have staff in key nodes (Rome, Montpellier, Washington) and very significant presence in Nairobi, in Mexico, in Lima and more.

When will engagement with National Agricultural Research Systems begin?

The question is not about when we start, we have already started. In Eastern and Southern Africa, we had a big event, and held a similar one for India. We are working very closely with National Agricultural Research Systems, Science Group Directors and the Initiative Design Teams as part of the development of the new Initiatives. It shouldn't be like what was done in the past, it's much more rolling up our sleeves and working along with them. And that's where the Partnerships Director, the Regional Directors and the Science Group Directors can play an important role with the people on the ground.

CRPs are ending by 31 December 2021. What will be the budget allocation regarding the new research Initiatives starting on 1 January 2022?

The budget process is under development. This includes important reviews by System Board groups such as the Audit, Finance and Risk Committee, in advance of broader Board review. The Financial Plan will be presented to the System Council for approval in the coming weeks.

Are there any ongoing efforts for the recognition of the One CGIAR as one body (e.g. the UN) in various countries of operations i.e. looking at host country agreements?

The One CGIAR transition is not about looking at changing any of our headquarter host country agreements. These are highly appreciated agreements that headquarter countries have entered into with the relevant CGIAR entity – and these important agreements give us the opportunity

to partner with people on the ground to deliver research and innovation. What working as 'One CGIAR' might actually do though is give 'CGIAR' a seat at very important global fora, including at the table of important UN and other multilateral roundtables. That's one of the great opportunities coming out of the One CGIAR transition.

What is the value of pooled funding confirmed for 2022?

Pooled funding for 2022 exceeds US\$300 million. This funding supports "System Operations" and "Science Initiatives". This is a combination of pledges plus expectations. Pledges represent an absolute increase of 10% across funders, plus approximately a 65% increase for pooled.

The new system has two offices in Asia, Southeast Asia and South Asia. How does China fit in?

China is included in the Southeast Asia and the Pacific region, with Jean Balié as the Regional Director.

Under One CGIAR, will staff contracts be for one year renewable or for three years after the probation period?

The transition to One CGIAR ways of working will see us move to shared policies and practices in a careful, step-by-step way. This will begin in 2022 and will be a multi-year process. In the meantime, your employment conditions, which include contract duration and compensation and benefits, will be guided by your center's policies. If you have questions about your contract, please reach out to your center's People and Culture (HR) team to answer your specific questions.

Can CGIAR shift a greater share of funding to research?

That is CGIAR's absolute intention over time. As CGIAR grows its funding, the proportion of funding that goes to research over time increases, because CGIAR will be delivering better quality corporate services more efficiently. The share of the rate of increase of spend on corporate services will be slower than the rate of increase on research because CGIAR will be benefiting from all kinds of ways of delivering those services in an efficient and effective way.

How will Initiatives be run? Who decides? By when?

Across the teams we have excellent people in place to run the Initiatives when they're launched early next year. The Science Group Directors, along with Claudia Sadoff, will appoint interim leads for each of the Initiatives to ensure that we can swiftly move ahead without delay.

In terms of staffing up the team, Initiative leads will make recommendations for staffing under the

oversight and pending the approval of the Science Group Directors in consultation with Claudia Sadoff. And where they will be anchored within the organization is into the Science Groups. That mapping process, again, is something that will be undertaken by the Science Group Directors in consultation with Claudia Sadoff.

Resources

[Portfolio Explorer](#) provides details on each Initiative and searchable by impact area, region and SDG relevance.

[Initiatives Dashboard](#) with details on funding goals.

[InfoPoint](#) available to all CGIAR staff, with webinar recordings and other videos, FAQs and essential documents related to the transition.

[Senior Leadership Team](#) page lists EMT and Global, Regional and Senior Directors.

With a view to future webinars and communications on the transition, what would you like to know more about?



Any questions?

Please reach out via transition@cgiar.org.