



**OXFORD HR**  
WORLD LEADERS



# **International Water Management Institute Headquarters**

## **Director General**

### **Candidate Pack**

**January 2017**

**Oxford HR Consultants Ltd**

The Old Music Hall, 106-108 Cowley Road, Oxford OX4 1JE UK

Tel: +44 (0) 1865 403 298 | Web: [www.oxfordhr.co.uk](http://www.oxfordhr.co.uk) | Reg. Company No. 6456325

## Director General, International Water Management Institute (IWMI), based in Colombo, Sri Lanka

Oxford HR is pleased to have been retained by the International Water Management Institute (IWMI) to support them in their search for and appointment of a visionary leader to the prestigious position of Director General.

This is an exceptional opportunity, affording the right candidate the chance to lead at the cutting edge of the international development agenda, addressing arguably the most pressing global issues of this century – water and land use.

The incumbent will be responsible for the leadership and further development of IWMI's impressive profile and track record in water and land management and will provide vision and direction for the implementation of IWMI's 2014-2018 strategy.

The Director General will report to IWMI's Board of Governors.



## About IWMI

The International Water Management Institute (IWMI) is a world renowned non-profit, research for development organisation focusing on the sustainable use of water and land resources for food security, people's livelihoods and the environment. Its headquarters are in Colombo, Sri Lanka, with regional offices across Asia and Africa. IWMI works in partnership with governments, civil society and the private sector to develop scalable agricultural water management solutions that have a real impact on poverty reduction, food security and ecosystem health. IWMI is a member of CGIAR, a global research partnership for a food secure future.

**IWMI's Mission** is to provide evidence-based solutions to sustainably manage water and land resources for food security, people's livelihoods and the environment.

**IWMI's Vision**, as reflected in the [Strategy 2014-2018](#), is 'a water-secure world'. IWMI targets water and land management challenges faced by poor communities in the developing countries, contributing towards the achievement of the [Sustainable Development Goals](#) (SDGs) of reducing poverty and hunger, and maintaining a sustainable environment. These are also the goals of [CGIAR](#).

IWMI works through collaborative research with many partners in the global North and South, and targets policymakers, development agencies, individual farmers and private sector organisations.

## IWMI's Progress

IWMI's research development over the last three decades has not gone unrecognised. Over the years, the Institute and its scientists have received several prestigious awards, including the International Water Resources Association's Crystal Drop Award (2011), the Norman Borlaug Award for Field Research and Application (2012), the 'Water for Life' UN-Water Best Practices Award (2014) and the International Water Association's Water and Development Award for Research (2015).

One of IWMI's biggest achievements came in 2012 when it was awarded the Stockholm Water Prize, the world's most prestigious water award, by the Stockholm International Water Institute (SIWI). The awarding committee cited IWMI's contribution to developing new policies and investments in agriculture, stating that these had facilitated more productive use of water as well as enhancing food security, economic development and environmental health around the world.



## The Way Forward

The overriding ambition of development organisations, including the CGIAR centres, is to contribute to meeting the United Nations Sustainable Development Goals (SDGs).

Going forward, IWMI's expertise has the potential to help attain the SDGs. Access to irrigation is key to improving livelihoods of smallholder farmers in the future. IWMI will use its knowledge to identify appropriate approaches and technologies for these contexts.

The Institute is also committed to working more closely across sectors and with the other CGIAR research programs in the future. IWMI will continue with this collaborative research, as well as working closely with agri-food system research programmes, to ensure sustainability is built into initiatives aimed at intensifying agriculture.

Currently, there is a lack of sound data and understanding of water usage, geographically and physically, where particular water uptake takes place. Neither is there adequate information on the quality of the quality of water needed for those uses and the times at which water is needed. IWMI plans to develop the information systems required to manage water resources holistically.

They will also focus on the opportunities that modern technology and 'big data' offer in helping farmers tap directly into the Institute's scientific knowledge and respond intelligently to the challenges posed by water scarcity and climate change.

The new Director General will be responsible for leading this impressive and challenging agenda whilst consolidating a dynamic and transformation plan with a team of highly qualified, committed professionals in Colombo and across the globe in their various regional sites.



## Job Description

**Job Title:** Director General

**Compensation:** The compensation package is competitive with positions in similar international research institutions and includes a housing allowance, assignment of a vehicle for personal and business use, assistance with the education of children, family health insurance, a pension contribution and annual home leave.

**Tenure:** The initial period of contract is five years and is renewable once.

**Job Purpose:** The Director General is responsible for the leadership and further development of IWMI's strong profile in water and land management.

### Duties and Responsibilities:

- Provide vision and leadership to drive implementation of IWMI strategy and research;
- Oversee management of IWMI to ensure the Institute is appropriately structured, effectively administered, staffed and funded, to deliver scientific excellence in research and meet the goals and mission of the organisation, particularly in the context of multi-partner research and development programmes;
- Be the principal communicator and ambassador for IWMI with strong representational skills, serving as IWMI spokesperson in international fora on the global grand water challenges and increasing the visibility of IWMI's research-based solutions to these grand challenges;
- Sustain and build excellent relationships established with national, regional and global research institutions;
- Promote research excellence, including through partnerships and networking; encourage the transfer of research results into development and implementation for poverty alleviation, food and water security, to build resilience and sustain resources for growth; and
- This position requires frequent international travel to represent IWMI in global events, meeting partners and IWMI staff.

## Person Specification

### Knowledge, Skills and Abilities Required:

- Senior management experience of multicultural and multidisciplinary research environments, with demonstrated capacity to work collaboratively and within a multidisciplinary, multicultural setting, and sensitivity to issues related to gender, diversity and inclusion;
- Strong visionary and strategic leadership, with a proven record of managing a research for development institution;

- Proven ability in client relationship management and successful resource mobilization;
- In-depth knowledge of investments and trends of donors and the development sector;
- Good understanding of land and water resources, their interaction with sustainable agricultural production and the global drivers of change affecting them;
- Good understanding of managing water risks through cross-sectorial collaboration and innovation in order to achieve resilience and promote sustainable economic growth;
- Strong communication and representational skills and diplomacy;
- Effective and persuasive communication skills in English (skills in other languages desirable); and
- Strong networks in relevant research and development organisations and demonstrated ability to build and sustain partnerships.

### **Educational Qualifications and Experience Required**

- Academic qualifications in relevant subjects and preferably a doctoral degree in the natural or social sciences related to land and water resources management;
- An established reputation in research and/or development of water and natural resources management;
- Extensive experience in water resources and/or natural resources management in developing countries;
- Senior management experience in research, development or training institutions, preferably in a developing country other than the country of birth; and
- Extensive fundraising experience and familiarity with the relevant donor community.

IWMI actively encourages applications from women, applicants from the developing South and previously disadvantaged groups.



## Application Procedure

All correspondence, at this stage, should be via Oxford HR. To apply for this post, please complete our online application form and submit the following information – **preferably in MS Word**:

- An up to date curriculum vitae, which includes a list of publications and at least three referees.
- A detailed statement (of no more than 2-sides of A4) explaining why you are interested in this post and how your skills and experience make you suitable. (Please look at “Advice for Candidates” on the Oxford HR website for hints on how to write a successful statement).
- The Oxford HR online form, which provides us with the key information we will need to take your application through to interview. Please note: also enclosed with this form is Oxford HR’s Equal Opportunities Form. You are under no obligation to complete this. Any information you do provide will only be used in accordance with the Data Protection Act 1998.

The documents should be saved in MS Word in the following format: Your First Name-Your Last Name-Document Name-Date (yymm), e.g:

- Pat-Jones-CV-1606
- Pat-Jones-Statement-1606

The above information should be submitted via Oxford HR’s online application form. Any queries should be sent by email to Toby Weaver or Jamie Phillips of Oxford HR Consultants Ltd. at: [iwmi-director-general@oxfordhr.co.uk](mailto:iwmi-director-general@oxfordhr.co.uk)

Applications are welcome until the deadline of midnight GMT on **21 February 2017**.

## Next Steps

Oxford HR, together with IWMI, will agree upon a longlist of candidates. These candidates will be invited to participate in a preliminary interview with Oxford HR via Skype from w/c 6 March 2017. Successful candidates will then be requested to participate in to a Skype interview with IWMI, currently scheduled for 28 March 2017. A final shortlist of candidates will then be selected and invited to face to face interviews with IWMI in Sri Lanka in late April.

## Equality Statement

Equality and diversity is at the core of IWMI values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

IWMI is an equal opportunity employer and emphasizes the importance of regional and gender diversity in identifying candidates for this position and its staff more generally.



## About Oxford HR

Oxford HR operates globally within the international development and related sectors. We carry out retained executive search mandates at board and senior management levels. We also offer human resource and organisational development consultancy.

Oxford HR has many years of experience in recruitment as well as an extensive network of international development, corporate, public sector and academic contacts from across the world. We carry out comprehensive and international searches designed to meet the specific needs of our clients.

Oxford HR's team members have significant personal experience of working in international development, as well as corporate and governmental sectors. We are in a unique position to find and assess talented individuals from a variety of backgrounds.

