



The WorldFish Center, located on the island of Penang, Malaysia, is a world-class scientific research organization. Our mission is to reduce poverty and hunger by improving fisheries and aquaculture. We have offices in 8 countries and engage in collaborative research with more than 200 partners in more than 25 countries. The Center is a nonprofit organization and a member of the Consultative Group on International Agricultural Research (CGIAR).

A unique opportunity has arisen for gifted individuals to contribute to the mission of the Center.

SENIOR SCIENTISTS & SCIENTIST – GENETICS

This is an opportunity to improve the lives of millions of people. Under the leadership of Dr Raul Ponzoni, the Center's aquatic genetics group has developed a strong program in genetic improvement of important Asian and Africa aquaculture species.

In view of this success and the global leadership role played, we are seeking to expand our capacity in fish genetics. Aquaculture in developing countries is mainly based on the culture of unimproved populations. Our work has resulted in strains that grow up to 100% faster while retaining a high survival rate and excellent flesh quality. The adoption of these strains by farmers results in improved profitability and viability of aquaculture.

We are looking to increase the scope of our work both in terms of genetic improvement programs with more countries and species and in terms of dissemination and impact of the improved strains at the farmer and consumer levels.

1. As Senior Scientist (Geneticist, based in Penang) you will work to develop the Center's global aquaculture genetics programme, with a focus on achieving impact at producer and consumer levels.
2. As Senior Scientist (Geneticist, based in Cairo and responsible for breeding and genetics work at WorldFish's research facility in Abbassa) you will lead our genetic improvement program at Abbassa, Egypt, working closely with the Project Manager and staff to implement collaborative programs to multiply and disseminate productive strains of fish to farmers, involving both the private and the public sectors.
3. As Scientist (Geneticist, based in Penang) you will support the genetics team in developing the research programme as required.

Key Responsibilities:

- Senior Scientist (Penang). Helping to develop the Center's research, development and technology transfer strategy for genetics, including the role of aquatic animal genetics in the CGIAR. The CG system is currently undergoing a process of change aimed at increasing the impact of research at the farmer level. As part of that change, Megaprograms may be implemented involving several CG centers. The selected candidate is expected to contribute to this process and later to its implementation.

- Senior Scientist (Abbassa). Leading the development of the genetic improvement program for Egyptian *O. niloticus* at Abbassa; working with the Abbassa project team to design and implement a seed multiplication and dissemination strategy and assessing the commercial performance of genetically improved fish; supervising and mentoring Egyptian staff, with the long-term aim of establishing the capacity to develop and manage fish genetic improvement programs.
- Scientist (Penang). Supporting the implementation of the Center's strategy for genetic improvement by participating in selected projects in Africa and Asia.

All positions will contribute to the strategic science discussions and provide intellectual inputs to the development of research directions within WorldFish and the CGIAR. All positions will also take responsibility for a number of other key components of the genetic improvement program.

Qualifications, Skills and Experience

Successful candidates will have a PhD in quantitative animal genetics or closely related discipline. Candidates for the Senior Scientist positions should have a strong quantitative genetics background. They should be able to demonstrate training, or a proven ability, in the design and implementation of genetic improvement programs with animals. They must have experience in statistical analysis of large data sets, in data capture, storage, retrieval and preparation for genetic evaluation, and in the mate allocation of selected individuals. An interest and understanding of developments taking place in the genomics area is essential, as well as a desire to begin working in the interphase of quantitative and molecular genetics. Prior research experience in aquaculture is not essential.

The WorldFish Center offers a competitive remuneration package, a non-discriminatory policy and provides an innovative work environment. Interested applicants are invited to submit a comprehensive curriculum vitae that includes names and contacts (telephone, fax, and e-mail addresses) of three (3) professional referees who are familiar with the candidate's qualifications and work experience. You are required to submit your application (with indication on the subject line "**Application for the position of [the position you are applying]**") to the Human Resources Strategy and Services Unit at worldfish-hr@cgiar.org. Initial screening of applications will begin on **19 July 2010** and positions will remain open until filled. Position 1 and 3 will be based at WorldFish Headquarters in Penang, Malaysia while position 2 will be based at WorldFish office in Cairo, Egypt. Only short-listed candidates will be notified.

WorldFish is committed to an Equal Employment Opportunity employer and strives for staff diversity in gender and nationality.