



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.

## **PROGRAMME LEADER – IMPACT ASSESSMENT**

The Center seeks a creative and experienced scientist to lead development of an Impact Assessment programme within WorldFish and help create an organizational climate that is focused on the development impact of the Center's research. This is an opportunity for a gifted individual to improve the lives of millions of people.

As Programme Leader you will work with scientists at all levels of the Center to improve our capacity and approach for assessing performance at project and programme levels. We believe that fisheries, if well managed, and aquaculture, if developed sustainably, can make important contributions to people's lives and help reduce poverty and hunger.

To achieve this we need to improve the design and targeting of our research towards greater impacts, and be rigorous in documenting where, how and why we have been successful. At the same time we wish to understand why some approaches are unsuccessful so that we can learn and improve. Working in these ways our investment in impact assessment will help to improve the economic, social and environmental performance of the fisheries and aquaculture sectors in developing countries.

### **Key Responsibilities:**

- Leading the development and implementation of Center investments to assess the impact of fisheries and aquaculture research and policy change on poverty reduction, food security and aquatic environmental sustainability;
- Working with the WorldFish Senior Leadership Team to help ensure that impact assessment becomes an integral part of the Center's research culture;
- Providing training to Center's scientists at all levels for the conduct of both ex-post and ex-ante impact assessment and lead such assessments where necessary;
- Supervising and mentoring staff involved in project impact assessment, and monitoring and evaluation; and
- Contributing to strategic science discussions and the development of research directions within WorldFish and the CGIAR.

### **Skills and Abilities:**

- Proven ability to lead multidisciplinary teams in pursuing research for development, inspire staff commitment to development impact through high quality research and policy engagement, foster teamwork and resolve conflicts constructively. No prior research experience in fisheries and aquaculture is required;
- Proficient in both written and spoken English language.

### **Qualifications and Experience**

- PhD in economics or closely related discipline and experience of working in international development.

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 header "**Application for the position of Programme Leader – Impact Assessment**") to the Human Resources Strategy and Services Unit at [worldfish-hr@cgiar.org](mailto:worldfish-hr@cgiar.org). Screening of applications will begin on **21 May 2010** and continue until filled. This is a global position that will be based at the WorldFish Headquarters in Penang, Malaysia. Only short-listed candidates will be notified.

*WorldFish is committed to a policy of Equal Employment Opportunity. Applications from qualified female candidates are particularly encouraged.*