

## **BASES OF SELECTION OF DIRECTOR OF NATIONAL RESEARCH PROGRAM ON PRODUCTION AND ENVIRONMENTAL SUSTAINABILITY**

### **Position Description**

The search is aimed at professionals with training in the area and proven skills to manage the National Research Program on Production and Environmental Sustainability with scientific and technological criteria, as well as to coordinate and lead all related technical-scientific teams.

The incumbent reports to the Research Manager and must be in alignment with the institutional goals and policies with a focus on the generation of knowledge and technologies for the sustainable management of natural resources in production systems and agricultural watersheds.

The main objective of this position is to develop and adapt knowledge and technologies for the management of production systems in order to optimize productivity/profitability and process efficiency while preserving natural resources and mitigating the environmental externalities of agricultural activities.

At the same time, he/she shall examine the demands, identify future scenarios and establish research priorities regarding intensification processes in the main production systems of the country. Communication capabilities and skills, and the ability to develop smooth relationships and links with the main stakeholders from the public sector and the national production sector are essential.

The main responsibilities are coordinating and leading actions regarding the following: Technological demand forecasting, prioritization of lines of research within the framework of the Institutional Strategic Plan, management of budgetary resources, training of human resources at the graduate level, management of technical and scientific documentation, capturing of resources and transfer of knowledge and technologies developed under the Program.

Capacity of leadership and coordination with other National Research Programs, Units and Technical Platforms of INIA, as well as with national and foreign Research, Development and Innovation institutions is an advantage, as he/she shall be the external person of reference of INIA regarding all issues related to the Program.



### Main Activities:

- ✓ Assisting technically in the definition of policies and strategies related to the Program, as well as in the definition of the Institutional Strategic Plan.
- ✓ Selecting, coordinating, monitoring and evaluating the projects under the Program, while managing the resources allocated to its implementation.
- ✓ Seeking excellence in the formulation and implementation of research projects and activities in the framework of the Program, preparing progress reports and documentation, as well as proposing the programmatic and budgetary adjustments required to address corrective actions.
- ✓ Promoting scientific and technological production of excellence that contributes to public policies and to sustainable production in the main production systems of Uruguay.
- ✓ Proposing, monitoring and evaluating the Key Performance Indicators of the Program, in alignment with those defined at the institutional level.
- ✓ Promoting the motivation, commitment and strategic integration of the actions of all Program members.
- ✓ Participating in the selection, performance evaluation and development of the technical staff involved in the projects of the Program.
- ✓ Participating, when required, in the Regional Coordination Committees of the Experimental Stations, regarding projects linked to the Program, being responsible for the management of the Working Groups and/or consultation groups of the sector.

### Requirements:

- ✓ University professional with postgraduate training at doctoral level (mandatory) and employment history within the area of activity of the Program, as well as in management positions in matrix organizations.
- ✓ Experience in project management and administration.
- ✓ Capacity of leadership, coordination, decision-making and team building, as well as high-capacity of proposal and fluid interpersonal relationships both inside and outside INIA, will be highly valued.
- ✓ Proficiency in spoken and written English.

### Selection Process:

It will consist of the merit evaluation, the interview and the psycho-technical evaluation. Applicants will be shortlisted in the merit evaluation, considering their training and employment history, and valuing their experience in managerial positions.

The Evaluation Panel will consist of the members of the Board of Directors designated for such purpose, the National Director, the Research Manager and the Operations Manager, as well as relevant stakeholders of the public/private sectors.

**Work Conditions:**

Full-time position (44 hours per week), with operations based in an Experimental Station of INIA to be confirmed. The position involves traveling to all the Experimental Stations of INIA and abroad.

Interested candidates are invited to submit their CV with references, attaching copies of diplomas and stating salary expectations to [rrhh@inia.org.uy](mailto:rrhh@inia.org.uy); indicating announcement reference in the subject line (Re.: DIRECTOR OF NATIONAL RESEARCH PROGRAM ON PRODUCTION AND ENVIRONMENTAL SUSTAINABILITY).

**Deadline for submission of CVs: March 30, 2018**

