EiB Biometrics Group Lead

The Excellence in Breeding Platform (EiB) is a new cross-commodity platform from CGIAR that supports the modernization of breeding programs targeting Africa, Asia, and Latin America for greater impact on food and nutrition security, climate change adaptation and development. By providing important outcomes to under-resourced peoples, CGIAR centers around the world (www.cgiar.org) help realize the founding mission of their system. Excellence in Breeding is one of the newest elements of this important international organization and is responsible for breeding innovations globally.

This scientist will build and lead a team of Biometricians which will support breeding programs in the varied activities of a breeding pipeline – from experimental design to analysis of field trials, as well as implementation of genome-based technologies. In this way, our Biometrics Lead will help breeders in the developing world achieve higher rates of genetic gain and extract the maximum value of these new and proven technologies that are being deployed by EiB.

EiB is headquartered at the International Maize and Wheat Improvement Center (CIMMYT, Mexico City Region, Mexico) with access to state-of-the art facilities at one of the largest CGIAR centers. EiB is also well-connected with the 15 other sister centers, all known for their high impact on agriculture in developing countries. The platform will draw from innovations in CGIAR centers as well as advanced research institutes and the private sector, providing access to cutting-edge tools, services and best practices and providing application-oriented training and practical advice.

Biometrics Group Lead

The successful candidate will be a breeding specialist with strong quantitative genetics/biometrics knowledge, excellent project management and communication skills, and a deep interest in people and mentoring. This team will support the deployment of the different methodologies being developed by the expert team of biometrics researchers in the CGIAR system or via associated collaborators.

The position will be based either at CIMMYT in Mexico or at one of the four major hubs of the CGIAR around the globe. Locations could include Hyderabad (India), Eastern Africa (Nairobi), West Africa (Ibadan) or South America (Colombia). The job will involve significant international travel, not to exceed 40-50%.

Specific duties:

- Build and lead a team of applied Biometricians in the development of advanced statistical approaches to support the development of global germplasm programs, and support the operational implementation of molecular breeding;
- Actively lead and mentor a young, talented team and contribute to the development and implementation of new methods to advance breeding outcomes, drawing on expertise across statistical, quantitative genetics, coding, computing and mathematics;
- Lead the support of advanced mixed modelling methods for field trials and genetic analyses;
- Use efficient programming skills to ensure the integration of methods into existing platforms and to take advantage of available computing power to provide support to breeders to select and breed the best varieties and hybrids;
- Identify novel approaches to maximize genetic gain within breeding programs, and build critical momentum on molecular breeding, quantitative genetics and combinatorial optimization;
- Set the priorities for the Biometrics team in line with available resources and team objectives, guarantee timely task delivery and technical quality, as well as monitor staff roles and interactions between team and breeders;
- Build a strong and diverse talent pipeline, ensure training and people development, and manage the team budget and third-party collaborations;
- Contribute to shaping the Biometrics group, to its interactions with other divisions and to the development and implementation of (molecular) breeding processes.
Required academic qualifications, skills and attitudes:

- A Ph.D. in statistics or in quantitative genetics, with more than 4 years of relevant experience;
- Excellent knowledge of breeding with practical work experience in the implementation of selection strategies (e.g. genomic selection);
- Expertise in statistical analysis software (R, mixed modeling, etc.) and a creative and innovative mindset;
- Good reporting and communication skills in English (working language);
- A team player with strong interpersonal communication skills, able to work in a multicultural environment, with excellent leadership and people management skills;
- Good project management skills and an understanding of the importance of planning for the success of all EiB initiatives;
- Experience with mentoring and a deep interest in staff development, both in technical and non-technical areas.

We believe that our client’s position offers a great opportunity for professional and technical career development through collaboration with a wide range of world experts, both within the CGIAR system and in private industry (as well as other world-class research institutions). It’s a fun place to work, with a friendly, humble environment full of passionate people enthused about their work and the difference they are making in agriculture around the globe.

If you are interested in this role or can provide suggested contacts for CTI on this search, please contact us in confidence. *Our search is not confidential and this document may be redistributed.*

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Deputy Director for Excellence in Breeding

EiB is a 2-yr old cross-commodity platform from the CGIAR (www.cgiar.org). The platform is responsible for leading, coordinating and supporting the system wide modernization of breeding programs across all CGIAR breeding programs and a number of National breeding programs in Africa and Asia, while providing for greater impact on food and nutrition security, climate change adaptation and development. By focusing on important outcomes to under-resourced peoples, CGIAR centers around the world help realize the founding mission of their system. Excellence in Breeding is one of the newest elements of this important international organization and is responsible for breeding innovations globally.

As any plant breeder knows, there’s nothing more important to a breeding program than ensuring genetic gains. It is for this reason that the CGIAR has established this cross-center platform. With its impact-oriented agenda, EiB is rapidly moving technologies across the world into breeding programs for all nutrition and food security crops, improving the capabilities and standard operating practices of each of its centers and associated national breeding programs. Through involvement in this exciting new initiative, you will have regular exposure to latest technology and current best practices in plant breeding, as defined by leading private and public sector breeding organizations and advanced research institutes. You will lead the team that supports the adoption of such technology and practices in breeding programs serving the poorest farmers and consumers in the world.

EiB is headquartered at the International Maize and Wheat Improvement Center (CIMMYT, Mexico City Region, Mexico) with access to its state-of-the-art facilities. The platform will also access innovations at other CGIAR centers as well as from advanced research institutes and the private sector. EiB then provides these cutting-edge tools, services and best practices along with applications-oriented training and practical advice.

Deputy Director, Excellence in Breeding

We seek a superior breeder and manager whose job will be based either at the CIMMYT campus, located 45 km Northeast of Mexico City, or, at the ICRAF campus in Nairobi after an initial period in Mexico (in order to get to know the leadership and support team at CIMMYT). Reporting to the Director of Excellence in Breeding, the position will require solid leadership experience, as there are 12 in the team presently and it is expected to grow to over 20 in the near future. She or he will lead this team of very talented specialists, each with an area of expertise and associated experience.

The Deputy Director will work closely with the Director as well as other stakeholders to contribute to and implement the vision for this Platform moving forward. Even though the bulk of the responsibility in this role will be focused on internal leadership, planning, and coordination, it is important to also have influence leadership skills and collaborative abilities. Service is the core of EiB, and collaboration is a key component of service. The Deputy Director will work collaboratively with other CGIAR Centers and the wider range of contributors from the public and private sector, as well as consultants who are retained to fill various functions on a part-time basis.

Responsibilities:

- Promote the EiB breeding program performance management system – help global breeding centers monitor their success while ensuring that module leaders and their teams work in alignment with the EiB strategic plan;
- Ensure that sufficient interactions and communication takes place between various team members to meet objectives and allow good ideas to spread.
- Provide direction to the EiB team, working with staff to identify highest priority issues within their workplans and ensuring alignment with the overall strategy;
- Coordinate outputs and budget expenditures across the team to ensure a coherent engagement strategy with EiB clients – one that achieves objectives, is unified across all modules and consistent with the strategic plan.
- Develop an overall communications strategy incorporating regular virtual interactions with crop teams or a coordinated plan for workshops;
- Develop relationships and negotiate contracts with the right group of consultants, ensuring a reasonable workload for EiB fulltime staff;
- Ensure that sufficient capacity and skills are in place to achieve EiB’s vision, which will include the hiring and onboarding of new staff as required;
- Work with the team to extract maximum value from all private sector and external investments and that these are aligned with direction set by the Director in those relationships;
- Manage staff, coach and mentor – ensuring that career development objectives for all team members are on track;
- Work to ensure that all are fully utilizing the EiB Toolbox and that it continues to provide valuable content and functionality;
- Ensure timely reporting and appropriate budget management;
- Attend and participate in international meetings;
- Oversee each of the projects in EiB and strategize/participate in the development of new modules and new initiatives as they are required.

Qualified By:
- A PhD in Plant Breeding, Quantitative Genetics or a related field with at least 10 years of post-PhD experience;
- The proven ability to perform in a multidisciplinary and multicultural environment;
- An in-depth understanding of practical breeding applications and logistical constraints relevant to breeding programs;
- Strategic thinking skills with excellent communication, organizational and analytic abilities, and exposure to results-based management (work plans, budgets, monitoring plans, reports);
- A consensus builder with great communication skills and the ability to engage and empower others;
- The ability to recognize team efforts and foster an enabling environment;
- Above all, the reputation as a respected leader who demonstrates knowledge sharing and who seeks continuous improvement.

We believe that our client’s position offers a great opportunity for professional and technical career development through collaboration with a wide range of world experts, both within the CGIAR system and in private industry (as well as other world-class research institutions). It’s a fun place to work, with a friendly, humble environment full of passionate people enthused about their work and the difference they are making in agriculture around the globe.

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**EiB Module Leader – Software and Data Management**

Excellence in Breeding is a cross-commodity platform from the CGIAR (www.cgiar.org) that supports the modernization of breeding programs. It is key to the CGIAR’s effort to target multiple continents for greater impact on food and nutrition security, climate change adaptation and development. By providing important outcomes to under-resourced peoples, these CGIAR centers help realize the founding mission of their system. Now two years old, EiB has become a key part of this effort.

With its headquarters located at the International Maize and Wheat Improvement Center (CIMMYT, Texcoco, Mexico) EiB enjoys technical access and collaboration with 15 other sister centers as well as with advanced research institutes and the private sector. Their mandate calls for the platform to provide access to cutting-edge tools, services and best practices, all of which are supported by application-oriented training and practical advice.

The CIMMYT campus in the Mexico City region has been the center of public center breeding for maize and wheat since the days of Norman Borlaug. The area enjoys four mild seasons and a great quality of life, with scientists of more than 35 nationalities resident at headquarters.

**Module Leader – Software and Data Management**

The Module Leader, Software and Data Management will bring experience and an understanding of two discreet fields – plant breeding and project/program management – to an EiB module that focuses on developing breeding software and managing breeding data. She or he will help breeders all over the world achieve higher rates of genetic gain and extract maximum value from their efforts by assessing their needs, identifying the software and data solutions that will be right for them, and then supporting these systems through the engagement and implementation stages.

The successful candidate will have familiarity with breeding software packages but will not need to bring computational/programming skills to the table as EiB has strong collaborators who are engaged in the actual programming efforts. Our client is looking for a variety of skills in areas such as bioinformatics, quantitative genetics and breeding, and data management. On the project management side, skills in communication, assessment, and alignment are required, as well as a knowledge of how to prioritize project details and ensure the proper execution of programming in order to achieve the highest possible rate of genetic gain per dollar invested and per unit of time.

**The Software and Data Management Module Leader will execute activities such as:**

- Developing strategies to provide software support for breeding activities;
- Documenting critical breeding processes and breeding software needs for multiple crops;
- Ensuring that all activities across several software development programs are aligned with breeding program needs at CGIAR centers and national partners;
- Providing consulting to breeding programs on deployment and adoption of breeding software;
- Defining high level deliverables and prioritizing key aspects of these programs;
- Identifying go-to key members at local partners and then setting improvement plans and aligning adoption activities with those key staff;
- Participate in writing grants and proposals as needed, getting buy-in from centers and stakeholders on a global level;
- Drive and execute software and data management projects in a timely manner in order to better integrate the breeding workflow;
- Scale this effort and grow the module, spanning formal software development in genomics, informatics, simulation, and R&D.

**Previous Experience Required:**

- Experience with breeding software and the evaluation of effective tool utilization in a high genetic gains environment;
• Logistics planning and resource budgeting experience;
• Consensus building and collaboration skills and the ability to work with breeders of all kinds;
• Critical evaluation skills, and the ability to select and implement new breeding tools such as new approaches in breeding information systems.

Required academic qualifications, skills and attitudes:
• A PhD with 5+ years or a MS degree with relevant experience, and the focus on plant breeding, quantitative genetics, computer science or a related field;
• Excellent project management skills and experience resourcing software projects;
• Strong leadership, interpersonal, and teamwork skills, with a collaborative attitude;
• Great project management skills and an understanding of how to set clear timelines for breeding programs, coordinating projects across many cross-functional breeding groups;
• Experience providing software support for plant breeding operations;
• An in-depth understanding of practical breeding applications and logistical constraints;
• Results focused, pragmatic attitude and solid decision-making skills;
• Budgeting and time management skills;
• Ability to work in a multidisciplinary and multi-cultural environment;
• Excellent oral, written and presentation skills in English.

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Quantitative Genetics Specialist

The Excellence in Breeding Platform (EiB) is a new CGIAR cross-commodity platform that supports the modernization of breeding programs targeting Africa, Asia, and Latin America for greater impact on food and nutrition security, climate change adaptation and development. By providing important outcomes to under-resourced peoples, the CGIAR centers help realize the founding mission of the CGIAR system - they target low-and-middle-income countries for greater impact on food and nutrition security, climate change adaptation and development.

EiB is headquartered at the International Maize and Wheat Improvement Center (CIMMYT), with access to state-of-the-art facilities at one of the largest CGIAR centers and well-connected with the 15 other sister centers, all known for their high impact on agriculture in developing countries. EiB draws from innovations in CGIAR centers, advanced research institutes and the private sector, providing access to cutting-edge tools, services and best practices, application-oriented training and practical advice.

The EiB is recruiting a Quantitative Genetics/Biometrics Specialist to support developing world breeders to achieve higher rates of genetic gain and extract maximum value from new and proven technologies. The specialist will work within the EiB module on optimizing breeding schemes, which works with breeding teams to optimize breeding schemes, respond appropriately to changes in resources and to extract maximum value from implementation of new technologies, tools or services to the breeding process.

The successful candidate will have a strong background and experience in quantitative genetics with a deep understanding of how to manipulate plant breeding schemes by using the latest technologies. The successful candidate will work with EiB members worldwide – in a wide range of regions and crops - in order to optimize breeding schemes according to elements of the breeder’s equation in order to achieve the highest possible rate of genetic gain per dollar invested and per unit of time using simulation technologies, optimization and applied quantitative genetics experience, among other means.

By providing one-on-one consultation, workshops and online communication via the platform’s purpose built ‘toolbox,’ the successful candidate will contribute to raising standards of breeding operations at CGIAR and NARS breeding programs in line with targets set by EiB.

The position will be based at the Headquarters in CIMMYT (Mexico), and will involve significant international travel.

**Specific duties:**

- Engaging with member breeding teams to create awareness of new tools and approaches for optimizing breeding pipelines.
- Working with breeders to design and evaluate new and current breeding schemes through simulation, retrospective analysis and pilot testing.
- Developing strategy in collaboration with breeders and developing plans to optimize the use of new breeding tools and methodologies.
- Mentoring and consulting with the partner breeding community.
- Contribute to the development of a training strategy and materials for implementation.
- Leading and contributing to both virtual and hands-on training and mentorship activities targeted at member breeding teams in Africa, Asia and Latin America.
- Providing support to internal and external reviews and evaluations.
- Contributing to publications derived from the breeding optimization project.

**Required academic qualifications, skills and attitudes:**

- PhD in plant breeding, quantitative genetics, biometrics or related fields with a minimum of 2 years of relevant experience. Experience in private industry is a plus but not required.
- In-depth understanding of practical breeding applications and logistical constraints that will be relevant to breeding programs targeting the developing world (i.e. CGIAR centers, national systems and private sector organizations).
→ Expertise in statistical analysis software (R, mixed modeling, perhaps machine learning, etc.) and a creative and innovative mindset.
→ A good understanding of quantitative genetics and underlying mathematical theory.
→ Good reporting and communication skills in English (working language).
→ The selected candidate must exhibit the following competencies: Problem-Solving, Communication, Multicultural Awareness and Collaboration

We offer:
→ A great opportunity for technical and professional development by teaming up with a wide range of experts from CGIAR, NARS and private industry.
→ Competitive compensation comparable to private industry, including attractive benefits and excellent career opportunities in an international organization.
→ World-class medical insurance coverage (including dependents), among other benefits.
→ A friendly, humble environment full of people passionate for what they do and interested in helping people around the world.

Additional Information.

EiB seeks candidates who embrace diversity in the broadest sense. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, or any other characteristic protected by law. CGIAR has a deep and profound commitment to diversity both as an end in itself but, also as a valuable means for eliminating health disparities. We promote excellence through diversity and encourage all qualified individuals to apply.

Despite the news about Mexico, positions are meant to be based in the developing countries since these are the targets of the CGIAR system. CIMMYT provides a secure environment with excellent living conditions and Mexican cities provide all the commodities along with a rich culture, outstanding gastronomy, history, and welcoming

Contact.

If you are interested or know someone who would be interested, please contact Eduardo Covarrubias (g.covarrubias@cgiar.org); or Michael Quinn (m.quinn@cgiar.org).

Candidates must apply online by Monday, September 30th, 2019 to ensure full consideration, though review will continue until the position is filled. Applicants should upload the following items: (1) cover letter, (2) curriculum vitae (3) three references. The references will be contacted only for applicants moving to the last phase and applicants will be notified before doing so.

Questions about the position can be directed to Eduardo Covarrubias (g.covarrubias@cgiar.org; (+52 1 595 125 5905). For further information on the selection process, please contact Yessica Castillo (y.castillo@cgiar.org)
Breeding Simulation Specialist

The Excellence in Breeding Platform (EiB) is a new CGIAR cross-commodity platform that supports the modernization of breeding programs targeting Africa, Asia, and Latin America for greater impact on food and nutrition security, climate change adaptation and development. By providing important outcomes to under-resourced peoples, the CGIAR centers help realize the founding mission of the CGIAR system - they target low-and-middle-income countries for greater impact on food and nutrition security, climate change adaptation and development.

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The EiB Platform is recruiting a Breeding Simulation Specialist, helping developing world breeders achieve higher rates of genetic gain and extract maximum value from new and proven technologies. The successful candidate will be a breeding simulation specialist with a strong communication component as part of his/her daily job. Developing and communicating training material to breeders in everything related to the scheme optimization framework currently being developed at EiB will constitute ~75% of the FTE. The other 25% of the time will be devoted to perform simulations.

The candidate will work with members of the Excellence in Breeding organization worldwide - on a wide range of crops - in order to optimize the breeder's equation to achieve the highest possible rate of genetic gain per dollar invested and per unit of time using simulation technologies, optimization, applied quantitative genetics experience among other means.

By providing one-on-one consultation, workshops and online communication via the platform's purpose built 'toolbox,' the successful candidate will contribute to bring these centers up to the standards being established by the Excellence in Breeding team.

The position will be based at the Headquarters in CIMMYT (Mexico), and will involve significant international travel.

Specific duties:
→ Engaging with member breeding teams to create awareness of new tools and approaches for optimizing breeding pipelines.
→ Working with breeders to design and evaluate new and current breeding schemes through simulation, retrospective analysis and pilot testing.
→ Strategizing with breeders, and developing plans that optimize the utilization of these new breeding tools.
→ Mentoring and consulting with the partner breeding community.
→ Contribute to developing a training strategy and materials for implementation.
→ Leading, and contributing to, the EiB electronic virtual and hands-on training and mentorship activities targeted at member breeding teams in Africa, Asia and Latin America.
→ Providing support to internal and external reviews and evaluations.
→ Contribute to any publication derived from the breeding optimization project.

Required academic qualifications, skills and attitudes:
→ PhD in plant breeding, quantitative genetics, or related fields with a minimum of 2 years of relevant experience. Experience in private industry is a plus but not required.
→ In-depth understanding of practical breeding applications and logistical constraints that will be relevant to breeding programs targeting the developing world (i.e. CGIAR centers, national systems, or private sector).
You have some experience with simulation software (i.e. AlphaSimR, selectiongain, etc.) and possess a creative and innovative mindset.

Experience interacting with breeders and training them in quantitative genetics topics.

Ability to develop and communicate educational material effectively.

Good reporting and communication skills in English (working language).

The selected candidate must exhibit the following competencies: Problem-Solving, Communication, Multicultural Awareness and Collaboration.

We offer:

A great opportunity for technical and professional development by teaming up with a wide range of experts from CGIAR, NARS and private industry.

Competitive compensation comparable to private industry, including attractive benefits and excellent career opportunities in an international organization.

World-class medical insurance coverage (including dependents), among other benefits.

A friendly, humble environment full of people passionate for what they do and interested in helping people around the world.

Additional Information.

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