



## **Chief of Party, Water Smart Agriculture**

**Job Title:** Chief of Party II, Water Smart Agriculture

**Department:** LACRO

**Band:** E

**Reports To:** Deputy Regional Director for Program Quality

**Country/Location:** Central American Country, Guatemala, El Salvador, Nicaragua or Honduras

### **Job Summary:**

The Water-Smart Agriculture (WSA) program began in October 2015 and will run through September 2021. It works with allied institutions to help smallholder farm families in Oaxaca (Mexico), Guatemala, El Salvador, Honduras and Nicaragua achieve greater food security by increasing agricultural productivity through improved soil and water management. At mid-term, WSA has made strong progress and is advancing steadily toward its ambitious goals. Field data in four of the five country programs show clear and demonstrable benefits for smallholder farmers who adopt the WSA approach, especially in Central America. There are now hundreds of professionals with a solid understanding of the main precepts of WSA, and thousands of farmers (aside from those participating in the field experimentation) who have received some form of WSA training. WSA has already leveraged tens of millions of dollars through its influence work and expects that to grow over the coming years. The region's largest and most important agricultural institutions are participating in the program. Prioritization of agricultural development activities in all countries now includes soil and water management. Over the next three years, WSA has the opportunity to work with allies (governmental, business, non-profit, academic, etc.) to use this evidence, capacity and buy-in to consolidate and expand its impact, bringing the region closer to the ambitious goal of reaching 250,000 smallholder producers with Soil Restoration Services and achieving a region-wide soil health movement that is visible in farmers' fields.

As Chief of Party II you will provide vision, leadership and overall management of the Water Smart Agriculture project to serve the poor and vulnerable through the establishment of sustainable soil restoration services in the region. Your strategic leadership, management and technical knowledge will ensure both delivery of high-quality programming through CRS staff and partners as well as the building of strategic partnerships and platforms to ensure sustainable impact at scale. As a senior leader you will proactively manage security and mitigate security risks.

### **Job Responsibilities:**

- Lead all aspects of the implementation and consolidation of the Water Smart Agriculture project, including ensuring that the project contributes to thought leadership, and builds alliances and platforms for impact at scale.
- Lead strategic positioning of the Water Smart Agriculture approaches and platforms for impact beyond the timeline of the donor-funded project.
- With the donor liaison, serve as the primary point of contact to the project donor. Actively cultivate relationships with public, private and non-government stakeholders.



- Ensure the project is implemented to meet donor expectations in terms of timely and quality results and budget, including strategies for phase out and sustainability. Ensure coordination between program and operations leads. Ensure the CRS program quality standards are adhered to per MEAL policy and procedures.
- Effectively manage senior programming and operations talent. Manage team dynamics and staff well-being. Provide coaching and mentoring. Strategically tailor individual development plans and complete performance assessments for direct reports. Oversee the development of staffing plans and the recruitment process of senior staff.
- Manage and mitigate risk through monitoring national and regional issues that may impact staff and programming. Ensure all staff understand and adhere to CRS staff safety and security policies and plans, and ensure the updating of such plans.
- Promote, uphold and model a commitment to the efficient use of agency and donor resources. Ensure compliance with conditions in donor grant letter and Terms & Policies agreement, including financial tracking and oversight of partner budgets, finance, administration and reporting to donor. Approve program expenditures, budget adjustments, and cost modification requests to donors.
- Represent CRS programming in international circles, highlighting innovative work. Publish program results and deliver presentations. Oversee the development of communication strategies and materials, complying with donor and CRS' branding and marketing requirements and procedures.
- Create and maintain proper conditions for learning. Establish a safe environment for sharing of ideas, solutions, and difficulties and the capacity to detect, analyze and respond quickly to deficiencies. Identify performance gaps and training opportunities for CRS and partner staff and ensure the design and delivery of high quality training and technical assistance.

### **Background, Experience & Requirements:**

#### **Education and Experience**

- Master's degree in International Agriculture. PhD preferred.
- 10 or more years' relevant management and technical experience.
- 7 years experience managing donor funds, including multi country grants. Excellent knowledge and experience in budget management.
- Established leader in agricultural development demonstrated by peer reviewed publications, conference presentations etc.
- Demonstrated experience of successful program management, including management of complex, high-value, multi-activity projects, with complicated logistics.
- 5 years of staff management experience and abilities that are conducive to a learning environment. Experience in coaching, mentoring and managing a team of senior program staff.
- Experience in engaging partners and strengthening partnerships. Knowledge of CRS partnership strategy a plus.



- Ability to represent program achievements and present program research results at high levels.
- Experience in MS Office package (Excel, Word, PowerPoint, Visio), Web Conferencing Applications, and information and budget management systems.

### **Personal Skills**

- Excellent strategic, analytical, systems thinking, and problem-solving skills, with capacity to see the big picture and ability to make sound judgment and decisions.
- Excellent relations management abilities. Ability to relate to people at all levels internally and externally. Strategic in how you approach each relationship.
- Strong team leadership abilities with diverse/multi-disciplinary teams. Coaching/mentoring skills.
- Strong communications and presentation skills; able to develop tailored and persuasive messaging for varied audiences.
- Proactive, resourceful, solutions-oriented and results-oriented.

### **Required/Desired Foreign Language:**

English fluency required. Spanish written and oral professional competency required.

### **Travel Required 50%**

### **Key Working Relationships:**

**Supervisory:** Technical Director, Policy Coordinator, Finance Manager, Communications and Knowledge Management Manager.

**Internal:** LACRO Regional Director, Deputy Regional Directors for Program and Management Quality, Regional Finance Officer, Country Program management, Regional Technical Advisors, Headquarters Technical Advisors, donor Liaison.

**External:** Donor staff; private sector leaders in various agriculture-focused industries including coffee, cocoa and others; university and other researchers; USDA researchers; senior government officials; multi-lateral agency and NGO leaders.

### **Agency-wide Competencies (for all CRS Staff):**

*These are rooted in the mission, values, and guiding principles of CRS and used by each staff member to fulfill his or her responsibilities and achieve the desired results.*

- Trusting Relationships
- Professional Growth
- Partnership
- Accountability

**Disclaimer:** This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.



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**Equal Opportunity Employer**

**Applications will be accepted on a rolling basis until the ideal candidate is identified, with a first review date of January 7, 2019.**

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