



TERMS OF REFERENCE

SCIENTIST (PLANT BREEDER)

GENERAL INFORMATION	<p>The Caribbean Agricultural Research and Development Institute (CARDI), invites suitably qualified candidates to apply for the position of Scientist – Plant Breeder.</p> <p>The successful candidate will be involved in the preparation and execution of innovative agricultural research and development projects locally and across member states. The incumbent will be required to work closely with technical and scientific colleagues across the Institute and partner organizations as well as supervise other technical and field staff.</p>
SCOPE OF WORK	<p>Under the supervision of the Manager, Science, Technology and Innovation the incumbent will lead the implementation of agricultural research projects on both a single Country and regional network basis.</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Utilize molecular breeding techniques for crop improvement. <input type="checkbox"/> Design and coordinate conventional breeding programmes of the Institute. <input type="checkbox"/> Manage hybridization programmes for specified crops. <input type="checkbox"/> Participate in research, marketing, project planning, resource mobilization and budgeting activities within Country Representations. <input type="checkbox"/> Execute crop /soil/seed science (depending on specialization) components of Country Programmes as outlined in the requisite project log frames. Monitor and report on progress of same. <input type="checkbox"/> Design and execute appropriate scientific experiments to study significant variables impacting on the efficiency and economics of crop production and on quantity, quality of crop products produced. <input type="checkbox"/> Analyze data and make recommendations accordingly. <input type="checkbox"/> Define and discuss with research team/associates the phasing and duration of all support activities required to execute research development project. Ensures that requirements are readily available. <input type="checkbox"/> Ensure that social and gender considerations are taken into account in planning and implementing research activities, particularly in on-farm experiments. <input type="checkbox"/> Assist where possible in strengthening and establishing farmers' groups and participating in the planning and coordination of workshops and seminars for farmers and Farmers' organizations. Provide technical assistance as necessary.

	<ul style="list-style-type: none"> <input type="checkbox"/> Make inputs into the preparation of technical packages, project proposals and policy papers. Prepare progress reports on a monthly or quarterly basis and writing factsheets, bulletins and other scientific papers for publication. Attend workshops and conferences on behalf of CARDI and representing the Institute on Boards and Committees. <input type="checkbox"/> Ensure that activities carried out and technologies designed, tested and adapted do not promote environmental degradation. <input type="checkbox"/> Disseminate findings of original research work through the preparation of papers for publication in respectable agricultural science journals. Present such papers at Regional/International Conferences. <input type="checkbox"/> Determine on an annual basis the 'Major Job Objectives' for each subordinate and to identify and discuss the 'Key Results Areas' to be used for performance measurement. <input type="checkbox"/> Oversee the financial and accounting practices of relevant projects in accordance with institutional guidelines. <input type="checkbox"/> Prepare project reports as required by funding agencies and collaborators and submitting to the Manager, Research & Development, for review and onward submission. <input type="checkbox"/> Prepare draft annual budgets and three-month cash flow forecast. <input type="checkbox"/> Develop and maintain a close working relationship with the Ministry of Agriculture, along with the Ministries of Finance, Environment, Planning, Trade, Education and Health in country. <input type="checkbox"/> Develop and maintain a close working relationship with major clients, such as, farmer organizations, other agencies and strategic partners, in the field of agricultural development. <p>The above responsibility statements identify specific duties necessary to attain CARDI's overall objectives while not precluding the job holder from carrying out other related activities that may be inherent in the job.</p>
<p>REQUIRED QUALIFICATIONS AND TECHNICAL SKILLS</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Post graduate university degree in Plant Breeding or related field. <input type="checkbox"/> Formal training in experimental design, statistical analysis and project management would be considered assets. <input type="checkbox"/> At least 3 years post university practical experience in the relevant field. <input type="checkbox"/> Must be able to undertake research to discover new facts or develop concepts and to set up and direct own work and that of support staff. Managerial experience is an asset. <input type="checkbox"/> An understanding of basic business principles and the use of computer application software is required. Must possess excellent communication skills (oral and written).