### TERMS OF REFERENCE

## SCIENTIST (PLANT BREEDER)

### GENERAL INFORMATION

The Caribbean Agricultural Research and Development Institute (CARDI), invites suitably qualified candidates to apply for the position of **Scientist – Plant Breeder**.

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.

### SCOPE OF WORK

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.

**Key Responsibilities:**

- Utilize molecular breeding techniques for crop improvement.
- Design and coordinate conventional breeding programmes of the Institute.
- Manage hybridization programmes for specified crops.
- Participate in research, marketing, project planning, resource mobilization and budgeting activities within Country Representations.
- 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.
- 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.
- Analyze data and make recommendations accordingly.
- 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.
- Ensure that social and gender considerations are taken into account in planning and implementing research activities, particularly in on-farm experiments.
- 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.
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.

Ensure that activities carried out and technologies designed, tested and adapted do not promote environmental degradation.

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.

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.

Oversee the financial and accounting practices of relevant projects in accordance with institutional guidelines.

Prepare project reports as required by funding agencies and collaborators and submitting to the Manager, Research & Development, for review and onward submission.

Prepare draft annual budgets and three-month cash flow forecast.

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.

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.

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.

Post graduate university degree in Plant Breeding or related field.

Formal training in experimental design, statistical analysis and project management would be considered assets.

At least 3 years post university practical experience in the relevant field.

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.

An understanding of basic business principles and the use of computer application software is required. Must possess excellent communication skills (oral and written).