

EXECUTIVE POSITION PROFILE

President and Chief Executive Officer



This search is being conducted by:

VettedSolutions

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I. Position Description

Opportunity

Headquartered in Muscle Shoals, Alabama, the **International Fertilizer Development Center (IFDC)**, is an international, public nonprofit organization that provides solutions to food security, agricultural sustainability, and economic development. The organization seeks its next President and Chief Executive Officer.

The successful candidate will be a seasoned development manager and a transformative strategist to lead IFDC and sustain and expand its impact as the preeminent institution in agricultural and agribusiness research and development.

Scope of Position

IFDC seeks an individual with strategy, vision, business sense, development expertise, energy, innovation and connectivity to lead the institution, its staff and partners into the next stage of its development. This individual should be a strong chief executive with passion and ability to manage the high-level talent it will take to direct and get the best of the lab to the field and the field back to the lab, while at the same time explaining to the rest of

the development world why this is important and worth investing in.

The President/CEO reports to an international Board of Directors and is responsible for the overall management of IFDC. Working together with the Board of Directors, the President/CEO plays a leading role in establishing the strategic vision for the organization and is responsible for implementing this vision. The Board of Directors sets policies and approves the strategic plan. Its budget for fiscal year



2018 is \$56 million. IFDC is supported by various bilateral and multilateral aid agencies, private foundations, and national governments. IFDC also supports various private industry projects that affect the fertilizer industry. In the Muscle Shoals, AL headquarters, IFDC has 55 full-time staff and worldwide it has 20 project sites with 400 staff.

Since 1974, IFDC has focused on increasing and sustaining food security and agricultural productivity in over 100 developing countries through the development and transfer of effective and environmentally sound crop nutrient technology and agribusiness expertise. IFDC thus works with farmers, agribusinesses and service providers to strengthen crop value chains from farm to fork. Its priority is to help small-holder farmers in developing regions move from subsistence farming and escape the poverty trap.

The organization's collaborative partnerships combine cutting-edge research and development with on-site training and education. IFDC has contributed to the development of institutional capacity building in 150 countries. Over the years, its work has focused increasingly on transferring these technologies and agribusiness skills to developing countries in Africa and Asia to the point where donor-funded agricultural productivity and agribusiness programs account for over 90 percent of revenues.

Key Responsibilities

The President/CEO will oversee the following responsibilities and work closely with direct reports to monitor the progress of key programs and operations activities. Specific responsibilities include:

Governance, Finance, and Operations

- Leading the executive management team and focusing on innovative approaches to accomplishing the overall mission of IFDC.
- Working with the IFDC Board to achieve the mission.
- Managing the executive, programmatic, and administrative operating teams.
- Set the example for overall work quality, high ethical character, and integrity.



- Overseeing day-to-day operations and is responsible for establishing and implementing operating and financial objectives, policies, procedures, and reporting.
- Taking responsibility for all association activities and ensuring that they are properly conducted and accounted for to the Board of Directors.
- Accounting for financial stability, preparing the annual budget, as well as regular reporting to the Board and/or Finance Committee.

Strategy, Planning, and Business Development

- Provide entrepreneurial, strategic, and visionary leadership to fulfill the mission and vision of IFDC.
- Establishing and growing relationships with stakeholders including international and federal organizations and agencies, civil leaders, donor governments, philanthropists, and potential corporate and private donors.
- Overseeing efforts to enhance organizational visibility and awareness, including further efforts to develop relationships with partner organizations, such as USAID, the Netherlands government and embassies, and relevant international organizations.
- Developing relationships with new partners and new funding sources including development agencies, philanthropic foundations, and industry corporate and individual donors, internationally and domestically.

- Working actively, in a continuously changing environment, to develop IFDC's relationship with other/new governmental and non-governmental partners.

Communications and Public Relations

- Serving as the primary internal and external spokesperson for IFDC.
- Ensuring that regular and ongoing communications with leadership, staff, donors, and partners are taking place.

Travel

- The position is based in Muscle Shoals, AL, with frequent travel to Washington, DC. Extensive international travel, especially to developing countries, is expected and necessary.

Qualifications and Experience

To be successful, the next President/CEO will have:

- Experience and success managing an organization with a complex mission and numerous programs, budgets and international exchanges.
- Demonstrated ability for entrepreneurship, vision, strategic thinking, and achieving organizational objectives as a leader or as part of the leadership of an organization.
- International knowledge and experience, including working with a high level of confidence and comfort in developing countries is preferred. Having lived full-time outside the U.S. at some point in their career is a plus.
- Knowledge and sensitivity on how financial support is garnered and decisions are made by governments, particularly USAID, the U.S. Department of State, and the Netherlands government.
- Solid understanding of IFDC's intervention areas – fertilizer sector development, good agricultural practices, agribusiness development, fertilizer technology, and capacity building. Knowledge of the fertilizer subsector and how it dovetails with the agricultural and industrial sectors of developing countries is a preferred.
- Experience working with governments and international organizations, including knowledge about funding, negotiating, and government contracting.
- Demonstrated success in raising money from the private sector including individuals and corporations. Fundraising includes identification, cultivation and sustainment of donor relationships, preparation, negotiation, and delivering/closing on proposals.
- An understanding of IFDC's competitor landscape, including non-competitive agriculture and agribusiness-related work, competitive donor requests, and agricultural research centers.
- A track record of effectively and calmly managing through short-term and long-term change.
- Demonstrated skills as an effective communicator through public speaking with the specific capacity to intellectually engage inside and outside the organization while effortlessly articulating the mission to a wide variety of audiences.
- Experience working with, and building, boards that are fully engaged and highly contributory to the organization.
- A track-record of recruiting and retaining top talent.
- A bachelor's degree is required. An advanced degree in agriculture or agribusiness is preferred.
- Proficiency in French would be a plus.

II. Organization Review

About IFDC

The International Fertilizer Development Center (IFDC) is a public international organization with more than 40 years of experience in agricultural research and implementing development projects. It has implemented a range of long-term projects, short-term assessments and evaluations, and agricultural research activities in more than 100 nations in sub-Saharan Africa, Asia, Europe, and Latin America. IFDC's work covers a wide spectrum, including investigating and promoting productivity-enhancing technologies and practices to fostering agricultural market development. This includes engaging policymakers in reforming and formulating a policy environment that enables the growth of private sector-driven agricultural systems that are sensitive to protecting the environment.

Vision

IFDC's vision is a world of healthy, prosperous people who are well-served by productive agricultural systems functioning in harmony with the environment.

Mission

IFDC enables smallholder farmers in developing countries to increase agricultural productivity, general economic growth, and practice environmental stewardship by enhancing their ability to manage mineral and organic fertilizers responsibly and participate profitably in input and output markets.

PIO Status

IFDC was designated a public international organization (PIO) in 1977 and receives widespread support, cooperation, and backing from the global community. It is typically accorded favored procurement or contracting status by donors compared to NGOs. This status enhances its contribution to development impact through accelerated project inception and access to internal research, development, and best practices. It is a member of the Association of International Research Centers and often collaborates with agricultural research centers that are affiliates of the Consultative Group on International Research.



Board of Directors

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- **Rudy Rabbinge**, *Co-Vice Chairperson* (The Netherlands)
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- **Dr. Agnes Kalibata** (Rwanda)
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- **Dr. Steven Leath** (U.S.)
- **Esme Mete** (Turkey)
- **Patrick Murphy** (U.S.)
- **William O’Neill, Jr.** (U.S.)
- **Dr. R.S. Paroda** (India)
- **Jason Scarpone** (U.S.)

IFDC Headquarters

IFDC is located in Muscle Shoals, Alabama.

Web Presence

www.IFDC.org



III. About Vetted Solutions

The search is being managed and conducted by Vetted Solutions. The lead partners are Wendy Pangburn and Jim Zaniello. The principal is Kristan McMahon.

All interested parties should email a statement of interest specifically tied to the qualifications, experiences and personal characteristics outlined in this position description along with a chronologically organized resume to Vetted Solutions at: IFDC@vettedolutions.com.



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