About the National Institute of Agricultural Research

The National Institute of Agricultural Research was created to formulate and implement agriculture research programs aiming at the generation and utilization of adequate technologies according to the needs of the country and to the socio-economic situation of agriculture and livestock production. The Institute also participates in the development of scientific and technological wealth at a national level, both in the agriculture and livestock sectors, through their own activity or even through an efficient coordination with other transference and research programs for technology research and transfer which are being carried and benefits from the collective wisdom of a prestigious International Advisory Council.

Mission

Generating and adapting knowledge and technologies to contribute to the sustainable development of the agricultural sector and the country, considering state policies, social inclusion and market and consumer demands.

Vision

The Institute’s mission is to be a renowned organization at the national and regional level for the excellence of its scientific-technical achievements at the service of the sustainable development of the agricultural sector and the country; playing a prominent role in the innovation process; promoting the articulation with the other players in the science, technology and innovation system; and with a commitment to the quality of its human capital, processes and products.
Values

- **Strategic thinking**: The Institute values the capacity to develop strategies with vision of future, aligned with the Institute’s objectives, seeking the effective and efficient use of their resources, keeping an attitude of continuous search of excellence and new solutions which add value to the Institute’s products and services.

- **Ethics and transparency**: They value those behaviors that show ethics, transparency and honesty, in the institutional, professional and personal fields.

- **Respect to the community and the environment**: They value the lasting relationships with their community, from an attitude of respect, preserving and contributing to the care of the environment.

- **Team work, service and commitment**: They value team work because it gives better results compared to individual efforts, making of its own the organization objectives.

- **Technic-scientific credibility**: They value the capacity to generate credibility based on the technical knowledge of each specialty of study, founding our work on the scientific method and on the fairness of the procedures used in all the steps of the research process.

- **People’s development**: They value the development of our people generating a feeling of ownership, offering clear expectations, giving resources and recognizing with respect and fairness personal and group contributions, increasing it intellectually and morally, to discover and achieve their potential.
Research Director

INIA (http://www.inia.uy) has retained SRI Executive (www.sri-executive.com) to assist with their search for an exceptional candidate to fill the position of the Research Director.

Reporting to the National Director, the Research Director is responsible for supporting and ensuring the contribution of INIA’s research and technological development agenda to the socioeconomic and environmental sustainability of the country’s production systems, contemplating the most relevant demands identified and prioritized in the corporate strategy.

The Research Director has the following main targets:

- To participate and contribute, together with the National Directorate, strategic thinking in the construction of policies, strategies and research objectives of the Institute.
- Implement measures to facilitate the coordination and guidance of the functioning of Directors of National Programs for Research and Technical Units under its responsibility.
- Plan and direct the research agenda and the technological developments of the Institute to contribute to the social, economic and environmental sustainability of production systems in the country.
- Ensure links with the private sector to confirm that the research agenda responds appropriately to the relevant current demands as well as to expectations of future scientific / technological developments identified and prioritized by the Institute.
- Promote the development of high-quality scientific research at the level of individual and institutional researchers produced.
- Implement, monitor and evaluate the key performance indicators of the research area of the organization.
- Implement a strategy for communicating the results of research and publication(s) in refereed journals and technological products and process consistent with the defined corporate strategy.
- Monitor the development of R & D and coordinate with the Management of Innovation and Communication ex-ante research proposals; evaluation and verification of their demand orientation and innovation, planning early change actions, technological linkage and communication from the formulation of research projects.
- Emphasize the inter-disciplinary approach to production systems, forming multi-disciplinary teams and / or multi-institutional and promoting the integration of national research programs.
- To promote joint scientific and technological national and/or international networks.
- To assist in the administration of the Integrated Management System.
- Develop and monitor Researchers together with the National development plans.
Duties and Responsibilities:
The selected candidate will be responsible for the following tasks:

Leadership and Strategic Management
- Lead a team of 140 researchers in INIA, across 11 research programs and several technical programs.
- Lead and manage all research from INIA to ensure products are delivered to clients.
- Dynamic leadership with an ability to motivate and coordinate people.
- Ensure people development across all teams.
- Proven networking and people skills with knowledge of the international market.

Strategy and Planning
- Participate in the development of INIA’s strategic plan.
- Lead and Increase the scientific productivity (Publications).
- Implement technological transformation in all programs.
- Strategic planning of all research in accordance with the organization’s goals.
Required Experience and Qualifications:

Education
- The ideal candidate will hold a PhD Degree, or equivalent, in Agricultural Sciences or related fields.

Required Experience
- Experience in research management positions, with relevant involvement in the field of agricultural sciences.
- Demonstrate strategic thinking ability as well as scientific leadership, by being dynamic and innovative, developing high performance teams.
- Fluency in both English and Spanish is essential.

Terms of Appointment

The Research Director will report directly to the National Director. This is a full-time position; this contract is for 5 years’ duration with regular performance reviews. The appointee is eligible to re-apply for the same position post completion of his/her first term, which will be advertised through an open competition.

Travel
Extensive travel will be required for this position, to the Experimental Stations of INIA as well as abroad and overseas. The selected candidate must possess a flexible attitude towards working hours.

Salary
The salary indicated for the Research Director is $86,000 USD (tax-free) per annum but INIA is open to discussion depending on the experience and qualifications of the selected candidate.
The Appointee may also have the opportunity to apply to the national researcher’s system with the possibility of earning an additional $3.5 – 7k per annum according to their level of research/outputs.
Link: [http://sni.org.uy/](http://sni.org.uy/)
Location: Uruguay

Uruguay, officially the Eastern Republic of Uruguay, is a country in the south-eastern region of South America. Uruguay is ranked first in Latin America in democracy, peace, lack of corruption, quality of living, e-Government, and equally first in South America when it comes to press freedom, size of the middle class, prosperity and security. The Economist named Uruguay "country of the year" in 2013 acknowledging the innovative policy of legalizing the production, sale and consumption of cannabis. Same-sex marriage and abortion are also legal, leading Uruguay to be regarded as one of the most liberal nations in the world, and one of the most socially developed, outstanding regionally and performing well globally on personal rights, tolerance and inclusion issues.

Uruguay is the second smallest sovereign nation in South America and the third smallest territory. The landscape features mostly rolling plains and low hill ranges (cuchillas) with a fertile coastal lowland. Uruguay has a largely uniform temperature throughout the year, with summers being tempered by winds off the Atlantic; severe cold in winter is unknown. The heaviest precipitation occurs during the autumn months, although more frequent rainy spells occur in winter. The mean annual precipitation is generally greater than 40 inches (100 cm), decreasing with distance from the sea coast, and is relatively evenly distributed throughout the year.

1 Wikipedia Online: http://en.wikipedia.org/wiki/Uruguay
Key Steps in the Selection Process

1. If you wish to be considered for this position, please forward a copy of your CV and a supporting letter in Microsoft Word format, along with any relevant documentation to Mrs Lea Veroustre-Kutleša (lveroustre@sri-executive.com). All information will be held in the strictest confidence as we pride ourselves on our professional service. We will revert to you as soon as feasible when we have reviewed your application.

2. During the with the team to ensure there is a clear understanding of the Terms of recruitment process, SRI Executive Search will require your cooperation in completing a Competency Profile. You will also be required to participate in a number of telephone or Skype conversations Reference and also an appropriate “fit” for you and INIA.

3. We will require that you provide us with full details of three people who are willing to act as a referee. We will not contact these referees without your express permission. Please note that reference checks may be conducted prior to your face-to-face interview.

4. Once we have the details of all those interested in going forward for this role, we will evaluate all applicants against the requirements of the role as outlined above and present our findings to INIA. A Selection Committee at the INIA has been appointed and will review our recommendations and will be responsible for recommending the final candidate short list for interview.

5. Should both the parties wish to proceed, an interview with the Selection Committee will take place. The face-to-face interview with the committee will take place in Uruguay. You may be asked to provide oversight of the terms and conditions that you would require for an offer to be acceptable to you.

6. After you meet with the Selection Committee, we will advise you of the Committee’s decision as soon as possible. At the selection stage, should you be the preferred final candidate, our client will likely extend a verbal offer to you. The offer is also subject to final reference checks. Please note that the successful candidate will be required to furnish us with original copies of their qualifications prior to an offer being extended.