



COMITE PERMANENT INTER-ETATS DE LUTTE CONTRE LA SECHERESSE DANS LE SAHEL
PERMANENT INTERSTATE COMMITTEE FOR DROUGHT CONTROL IN THE SAHEL
COMITÉ PERMANENTE INTER-ESTADOS DE LUTA CONTRA A SECA NO SAHEL
اللجنة الدائمة المشتركة لمحاربة التصحر في الساحل



"50 years of commitment in serving West African and Sahelian populations"

Sahel Institute

RECRUITMENT NOTICE FOR A SCIENTIFIC AND TECHNICAL DIRECTOR (STD) OF THE SAHEL INSTITUTE (INSAH)

Note: Female applicants and applicants from member countries who are underrepresented in CILSS staff are strongly encouraged.

The Permanent Interstate Committee for Drought Control in the Sahel (CILSS) is an intergovernmental organisation established on September 12, 1973. Its mandate is to "invest in the pursuit of food and nutritional security and the fight against the effects of desertification and climate change for an ecological balance and sustainable development in the Sahel and West Africa."

CILSS currently has thirteen member countries, including 8 coastal countries (Benin, Côte d'Ivoire, Gambia, Guinea, Guinea-Bissau, Mauritania, Senegal, and Togo), 4 landlocked countries (Burkina Faso, Mali, Niger, Chad), and 1 island country (Cabo Verde). However, its activities extend across all seventeen member countries of CILSS, ECOWAS, and UEMOA.

In addition, the accession of Sudan and the Central African Republic has been endorsed by the Conference of Heads of State, and these countries will soon become full CILSS member countries.

CILSS operates across three main sites:

- Executive Secretariat based in Ouagadougou, Burkina Faso
- Sahel Institute (INSAH) based in Bamako, Republic of Mali
- AGRHYMET Regional Center / Regional Climate Center for West Africa and the Sahel (CRA-CCR-AOS) based in Niamey, Republic of Niger

The Executive Secretariat handles CILSS political coordination, while the Sahel Institute and the AGRHYMET Regional Center act as specialised institutions.

Created on December 11, 1976, following Resolution No. 03/6/CM/76 at the 6th Ordinary Session of the CILSS Council of Ministers in N'Djamena, Chad, the Sahel Institute (INSAH) serves as a regional tool for agricultural research cooperation. Its missions are to: "Coordinate, harmonise, and promote in close collaboration with National Agricultural Research Systems (NARS) of member countries, (i) regional study and research actions tied to specific Sahelian and West African priorities, (ii) promotion of research findings, (iii) institutional capacity building.

INSAH operates under the CILSS mandate through five Regional Support Programs:

- Food and Nutritional Security (FNS)
- Natural Resource Management and Climate Change (NRM/CC)
- Access to Agro-Sylvo-Pastoral and Fisheries Markets (AASPFM)
- Water Control (WC)
- Population, Gender, and Development (PGD)

These are supported by four management units: Administration, Finance & Accounting; Human Resource Management; Communication, Information & Documentation; and Planning & Monitoring-Evaluation.

Following Resolution No. 12/60/CM/2025 from the 60th Ordinary Session of the Council of Ministers held on November 25, 2025, in N'Djamena, Chad, regarding the strategic restructuring of INSAH within agricultural research (new organisational chart, required expertise, and scientific/technical council aligned with member countries's NARS), recruitment is now open for a Scientific and Technical Director (STD).

This recruitment aligns with institutional upgrades matching African regional agricultural research governance standards.

I. JOB DESCRIPTION

Title:	Scientific and Technical Director (STD)
Duty Station:	Bamako, Republic of Mali
Contract Duration:	Initial 1-year contract, extendable to <u>five (5) years, renewable once</u> based on a <u>satisfactory</u> first-year evaluation. Includes a 3-month probationary period.
Classification:	Grade P5 on the CILSS salary scale
Recruitment Type:	Inter-State
Closing Date:	September 11, 2026

II. MISSION AND STRATEGIC SCOPE

Reporting directly to the Director General, the STD is primarily responsible for implementing INSAH's vision, quality standards, and scientific impact.

Core Duties:

- Serve as the link between General Management and technical departments.
- Lead the Institute's scientific and technical research strategy.
- Supervise and coordinate programming, operational interventions, and technical reporting across departments under their authority.
- Work closely with other CILSS sites on overall programming execution.
- Design and manage scientific partnerships with NARS and other regional/international actors.
- Organise consultation sessions with NARS and meetings for the Scientific and Technical Council (STC).
- Drive synergy across technical departments at INSAH, CRA, and the Executive Secretariat to position INSAH as a regional benchmark.
- Actively engage in institutional fundraising.
- Execute any other duties assigned by General Management.

III. MAJOR STRATEGIC RESPONSIBILITIES

Under the authority of the Director General, the STD will manage:

a) Scientific Leadership

- Define, update, and operationalise INSAH's multi-year scientific strategy;
- Direct research toward measurable, useful, and transferable results;
- Guarantee the scientific quality and integrity of the Institute's outputs;
- Collaborate with Scientific and Technical Council members to define, update, and operationalise INSAH's multi-year scientific strategy alongside NARS;
- Work with the relevant department on the dissemination and application of research results;
- Establish a quality assurance mechanism to guarantee the scientific quality and integrity of the Institute's outputs;
- Establish and strengthen scientific partnerships;
- Organise scientific conferences.

b) Program Management and Coordination:

- Coordinate all regional scientific programs and projects;
- Ensure coherence, complementarity, and performance across research programs and projects;
- Ensure effective involvement of National Agricultural Research Systems (NARS) of CILSS member countries in implementing joint operational activities;
- Ensure alignment with:
 - CILSS priorities, particularly its strategic plan;
 - Member countries' needs;
 - Expectations of technical and financial partners;
- Coordinate reporting;
- Supervise scientific, technical, and budgetary monitoring.

c) Supervision and Human Capital Development:

- Lead and structure scientific teams within technical departments;
- Promote a culture of excellence, accountability, and innovation;
- Coordinate and supervise the recruitment process for departmental researchers in close collaboration with the Human Resources Management Unit (UAM-GRH / HR Unit);
- Evaluate INSAH scientific staff based on the scale linked to CILSS guidelines;
- Actively contribute to strengthening the scientific capacities of national and regional stakeholders.

d) Promotion, Impact, and Influence:

- Oversee the utilisation/dissemination of results (innovations, tools, public policies);
- Promote the transition from research to operational agricultural innovation;
- Support INSAH's scientific visibility at regional and international levels.

e) Strategic Intelligence and Representation:

- Maintain scientific, technological, and forward-looking monitoring (strategic intelligence);
- Represent INSAH in specialised scientific and technical bodies;
- Contribute to science–policy–development dialogue.

IV. REQUIRED QUALIFICATIONS & SKILLS

Qualifications:

- PhD in Life/Earth Sciences, Social/Human Sciences, Agricultural Sciences, Agricultural Technology Innovations, Geography, Demography, Environment, or a closely related agricultural research discipline.

Experience:

- Minimum 15 years of proven agricultural research experience, backed by publications in peer-reviewed journals.
- Prior executive leadership of a national, regional, or international agricultural research body.
- Proven track record leading and coordinating research teams at national, regional, or international level.
- Strong background managing research or development programmes, as well as transferring/scaling scientific results.
- Solid working knowledge of West African/Sahelian NARS and regional/international research networks.
- Demonstrated financial resource mobilisation skills (proven history of project creation and securing funding).
- Extensive professional network.
- Good knowledge of CILSS member countries' NARS

Key Competencies:

- Recognised scientific leadership
- Strategic vision and anticipation ability.
- Strong skills in partnership management, HR management, coordination, and representation.
- Fluency in both French and English.

V. DURATION, EVALUATION, AND ACCOUNTABILITY

- **Term:** Five (5) year mandate, renewable once.
- **Annual evaluation criteria:**
 - Research team coordination
 - Execution of scientific strategy
 - Quality of technical oversight
 - Technical and scientific partnerships
 - Projects and programmes performance
 - Dissemination and utilisation of research results

- Scientific contribution to INSAH regional positioning

VI. APPLICATION PACKAGE

Applications must include:

- A signed cover letter addressed to the Director General of INSAH.
- A detailed, signed Curriculum Vitae.
- Certified true copies of academic degrees.
- Work certificates, service records, or proof of relevant experience.

Eligibility Requirement: Candidates must be a national of a CILSS member country and be no older than 50 years of age.

VII. APPLICATION SUBMISSION

Electronic applications (PDF format) must be submitted no later than **September 11, 2026**, to: recrutements@cilss.int (cc: administration.insah@cilss.int).

Bamako, July 29, 2026

Director General of INSAH

Dr Hubert N'DJAFI OUAGA.