Head, Software Systems (Ref. No: DDG-CS/H/SS/08/22)

Background: The International Institute of Tropical Agriculture (IITA) invites applications for the internationally recruited position of **Head, Software Systems.**

The International Institute of Tropical Agriculture (IITA) is a not-for-profit institution that generates agricultural innovations to meet Africa's most pressing challenges of hunger, malnutrition, poverty, and natural resource degradation. Working with various partners across sub-Saharan Africa, we improve livelihoods, enhance food and nutrition security, increase employment, and preserve natural resource integrity. IITA is a member of the One CGIAR, a global agriculture research partnership for a food secure future. Please visit https://www.iita.org/ for more information on IITA.

We are looking for a highly experienced Software Systems Expert, with excellent knowledge of and skills in Software Systems Engineering & Architecture, Data Engineering, Business Intelligence (BI) and Modern Data Warehousing, and relevant work experience in an international, multicultural organization or company, with experience in Africa., ideally with Nigeria experience.

The Head, Software Systems will be responsible for overseeing and directing the daily activities of the institute's Software Systems, ensuring that these systems work reliably and securely. The Head, Software Systems will lead the teams of professionals who develop, maintain and monitor software systems, ensuring systems stability, security and performance. This position contributes significantly to the institute's digital transformation efforts in building modern data platforms for deriving insights from data for strategic decision making, and in translating complex ideas and processes into sustainable technical solutions.

The Head, Software Systems reports to the Deputy Director General for Corporate Services.

Position Responsibilities
- Lead the Software Systems Unit of IITA.
- Take the overall responsibility of all the Software Information Systems at IITA, and prioritize, supervise, and coordinate the development of all software systems in the institute.
- Oversee the enhancement and management of institutional enterprise systems such as Oracle Financials, Human Resource Systems, Payroll, etc.
- Manage and coach team members in the unit, in all technical areas including areas of Admin Applications, SharePoint, Intranet, Internet, commercial packages for point solutions, etc.
- Develop a strategic direction and guide the choices on the enterprise systems that the institute uses.
- Oversee the audit and documentation of all information systems that the institute uses.
- Take responsibility for ensuring software requirements are well captured, testing of software products is comprehensively done, training is appropriately planned and executed, and software is systematically maintained.
- Oversee the procurement of any software solution that is needed within the institute.

- Participate in IITA IT Audit Committee and Risk Assessment Committee and others as requested to ensure IITA operates on best practices and is prepared to overcome risks that could disrupt Software Systems.
- Guide the development and maintenance of operational documentation (Software Systems related); while also testing and implementing disaster recovery plans.
- Oversee and coordinate all technical activities of the Software Systems Site Officers at the Stations/Hubs across the institute; ensuring that best practices and standards are strictly adhered to as mapped to the HQ.
- Consult with stakeholders throughout the institute to identify Software System needs to optimize the use of information technology within the institute.
- Oversee the Unit's finances, including chargebacks, budgeting, and forecasting.
- Motivate team members and communicate career and job expectations; plan, monitor, evaluate and review job contributions of Software Systems staff.
- Ensure capacity development and currency of knowledge with respect to state-of-the-art technology, trends and security standard, equipment, and/or systems in the Unit.
- Work together with CGIAR Digital Services Department staff and other relevant staff of the CGIAR on software systems related matters, policies, and regulations.
- Perform any other job-related duties as may be assigned by the supervisor.

Educational Qualifications
The candidate should have:
- A Master's Degree in Computer Science/ Information Technology, Software Engineering or related field.

Core Competencies
- Relevant work experience of at least 10 years, with at least 6 years in a management or leadership position in an international, multicultural organization or company, with experience in Africa.
- Knowledge of Software development lifecycle/methodologies. Ideally a project management certificate.
- High level skills in customizing and managing enterprise systems, particularly with Oracle ERP.
- Experience in managing multiple simultaneous IT projects, possibly with conflicting resource needs.
- Demonstrable knowledge of IT architectures and platforms, e.g., related to Java, SharePoint, intranet.
- Experience in software engineering, particularly systematic requirement analysis, testing, and user acceptance management.
- Excellent leadership and people management skills, with Gender, Diversity and Inclusion (GDI) understanding and strong cultural awareness.
- Service oriented; being able to deal with the fine line between keeping users to observe set IT procedures and standards while providing supportive IT services.
- Knowledge of basic accounting and finance principles.
- Excellent critical/analytical thinking and decision-making skills.
- Fluency in English with excellent verbal and written communication skills.

Duty Station: IITA Headquarters, Ibadan, Nigeria, with requirement to travel to other Stations in Africa.

General information: The contract will be for an initial period of three years. IITA offers an internationally competitive remuneration package paid in U.S. Dollars.

Applications: Applications must include a covering letter which should address how the candidate's background/experience relates to the specific duties of the position applied for, curriculum vitae, and names and addresses of three professional referees (which <u>must</u> include either the Head of the applicant's current or previous organization or applicant's direct Supervisor/Superior at his/her present or former place of work). The application should be addressed to the Head of Human Resources. Please complete our online application form using this link: http://www.iita.org/careers

Closing Date: 5th September 2022

IITA is an equal opportunity employer and is committed to building a diverse workforce, particularly welcoming applications from women.

While all applications will be acknowledged, please note that only shortlisted candidates will be contacted.