POST-DOCTORAL RESEARCH ASSOCIATE POSITION IN CDAIS PROJECT

Comparative cross-country analysis of the outcomes of capacity development interventions for agricultural innovation systems

TERMS OF REFERENCE

Employer:	ICRA
Location:	ICRA, Campus Agropolis, Montpellier, France with international travels
Salary:	Commensurate with experience
Posted:	February 15th 2018
Discipline:	Innovation studies, Social Sciences, Agricultural extension and education
Position Type:	Full time
Duration:	Initially 9 months, with possible extension of 6 months
Job Type:	Post-Doc
Key specifications:	3 spoken language strongly appreciated: French, English, Spanish
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Job Description

Post-doctoral Research Associate position is available at ICRA, in collaboration with CIRAD, UMR Innovation.

The candidate will join our CDAIS project (Capacity Development for Agricultural Innovation Systems) whose goal is to experiment new approaches for the identification and support of capacity development of agricultural innovation systems (AIS) stakeholders in developing countries. The ultimate goal is to promote innovations to contribute to the sustainable productivity in agriculture.

CDAIS project is funded by the European Commission (EC) and jointly implemented by the European Alliance on Agricultural Knowledge for Development (Agrinatura) and the Food and Agriculture Organization of the United Nations (FAO). It started in 2015 and will end in 2019.

Project assumption is that many countries are not fully exploiting their innovation potential. The capacity of individuals and organizations must be strengthened to create an enabling environment and, crucially, reinforce or make more effective Agricultural Innovation Systems (AIS). A "common framework" on CD for AIS was developed and is being tested in eight pilot countries (Angola, Rwanda, Burkina-Faso, Ethiopia, Laos, Bangladesh, Honduras, Guatemala). The purpose of the *comparative cross-country analysis* is to verify the hypothesis of the common framework which is grounded in three theoretical perspectives:

- a systemic perspective where innovation systems can be more effective if the relationships between elements of the system (i.e. functional capacities), are strengthened. The functional capacities pre-identified are: Capacity to Navigate Complexity, Capacity to Collaborate, Capacity to Reflect and Learn, Capacity to Engage in Strategic and Political Processes. These results to the Capacity to Adapt and Respond to Realize the Potential of Innovation.
- a strategic niche management perspective involving a dual pathway approach of CD for AIS at the niche (partnership) level and at the system level;
- a learning perspective considering that AIS stakeholders, individuals and organizations, have to go through a five-stage supervised learning cycle to develop their capacities to innovate: "Galvanizing Commitment", "Visioning", "Capacity Needs Assessment", "CD Strategy Development" and "Implementation".

These perspectives are taken into account in implementing the project in the eight countries. To capture the changes and impact achieved by the project, a monitoring and evaluation for learning (MEL) system was developed. It is derived from the concept that continuous evaluation and learning enables adaptive management of innovation projects hence, improve their performance at the niche and system levels. Monitoring is used as an evidence-based approach focused on knowledge, attitude and practice (K-A-P) changes within boundary partners of the CDAIS project. In particular, the MEL system is seeking the 'difference' that CDAIS project is making.

To test the validity of the framework, the *comparative cross-country analysis* will check the theoretical framework against the empirical data from the MEL system. The analysis will be mainly based on qualitative assessments, combining "context-mechanisms-outcomes" analysis (progress markers evaluation; outcomes mapping; contribution analysis) with innovation capacity assessments at individual and organizational levels.

The project has established a MEL team at the global and national level to implement the system in the countries. The candidate will work closely with this team.

The candidate will be responsible for:

- **consolidating and organizing datasets of the MEL systems from the eight countries, i.e. checking quality of data**
- **supporting MEL country teams in the elaboration of the baselines and analysis of their MEL datasets, according to the MEL guidelines** (innovation network analysis, capacities scoring; progress markers evaluation; enriched timelines; outcomes mapping; contribution analysis**; impact pathways)**;
- **participating to the on-going elaboration of MEL tools factsheets and final MEL guidelines;**
- **participating in the elaboration of a transversal synthesis of CD mechanisms that generated changes in how the AIS functions i.e. analyze databases, showcase country differences countries through visualization tools;**
- **participating to the global evaluation of the effectiveness and relevance of the common framework;**
- **preparing manuscripts that arise from his/her work and will be expected to present his/her work at local and international meetings**.

The candidate will work closely with CDAIS coordination team and CIRAD team in charge of the cross-country analysis.

Profile

Applicant must have a Ph.D., M.D., or equivalent doctoral degree in a field deemed relevant to the research highlighted above.

Preference will be given to the candidate with experience in one or more of the following areas:

- Realist evaluation, change-oriented evaluation, impact evaluation;
- Database management;
- Social learning studies, organizational learning studies, behavioral studies;
- Innovation sciences, agricultural innovation system, social network analysis.
- Agricultural extension and education studies

The candidate should have excellent written and spoken English and French and working ability in Spanish.

Qualified individuals will demonstrate the potential for research as evidenced by their training and peer-reviewed publications.

Please send current curriculum vitae and motivation letter before 1st March 2018 to: ICRA Montpellier office (icra-montpellier@icra-edu.org)