

Sanginga inspires new hires during orientation



Group photo new hire orientation

IITA's new hire orientation program took place on 31 July, in Ibadan with a total of 33 people in attendance. The orientation program was organized by the HR Unit led and facilitated by Lilian Mendoza, Head of Human Resources, and co-facilitated by Wole Oladokun, Employee Services Manager and Helen Adeniji, Organizational Development Manager, supported by IITA-HR interns—Sophia, Emmanuel, and Hikmat.

The program was conducted to introduce new hires to their jobs, co-workers, responsibilities, and workplace. It allowed employees the chance to feel comfortable within their new teams, unit/projects, and roles within the Institute.

The program kicked off with the viewing of the Institute's video and a brief welcome by Lilian Mendoza. The DDG- Corporate Services, Hilde Koper-Limbourg, in her address, also welcomed the new staff and reassured them that IITA only hires competent staff that would add value to its work as an Institute. She further emphasized that IITA is an international organization with

diverse cultures, but that IITA has its own organizational culture that new hires should align with. She further reiterated the need for staff to treat one another with respect and wished them all a fruitful stay. The DDG-R4D was represented by Robert Asiedu, Director-West Africa hub. He shared IITA's exploits in scientific agricultural research in West Africa and across sub-Saharan Africa and the tropics.

DG Nteranya Sanginga welcomed the new staff and shared a strategy tip for success. He stated that, first, it is important to have a clear vision as it will guide the new staff to know the necessary steps they need to take to achieve future goals. Second, the new staff need to have passion. According to him, passion for their job would serve as their motivation. Third, he reminded the participants to be hard working and persistent if they truly want to accomplish something (using himself as an example, of traveling and constantly putting in efforts to achieve results). Lastly, he urged the new staff to maintain

a good relationship with people. This is important, he said, because they may need referrals, and no one knows who will be in a position to help in the future.

In the second part of the program, participants were briefed on the objectives of the program, and an overview of IITA was given by Mendoza and Oladokun (HR); Capacity Development by Zaina Sore (Head of Capacity Development); Understanding basic financial processes by Denis Mulenga (Financial Controller – Finance Directorate), IT services at IITA by Petri Wiren (Head of IT), Health and Medical Service Unit by Felicia Akinola (on behalf of Samson Adeleke – Head of IITA Clinic), and Safety and Security Unit by James Adedayo (on behalf of Oluwadare David – Head of Security Unit).

The program provided answers to questions or concerns the new hires had and made them aware of IITA policies and expectations. Finally, the program rounded up with a tour around the IITA campus.

IITA Kano Station organizes send-forth party for outgoing staff



Kano Station send-forth party

The management of IITA Kano station held a send-forth party in honor of some outgoing staff. These include Dr Nkeki Kamai, who was the country coordinator, N2Africa Borno project; Professor Ibrahim Baba, country coordinator, TAMASA; Shakiru Quadri, Usman Wakawa, Aliyu Isah Gude, Princess Helen Ifeanyi, Jajuwa Mohammed, and Blessing Labija. The event took place on 10 July at the conference hall of the station and was attended by most of the staff members.

The station head, Dr Alpha Kamara, while speaking at the occasion, said the event was held to honor the outgoing staff whose contracts have come to an end. He said the outgoing staff had added value to the Institute's goal via their energy and vibe. He thanked them for being diligent, sincere, and hardworking during their service to IITA.

The station administrator, Ado S. Rabo, said, "They were sent forth, NOT sent off". He also commended them for doing their jobs well and added that, hopefully some of them

might return IITA to work on a new project.

Other staff members also shared their experiences with the outgoing staff. They also commended them for their immense contributions. Ibrahim Baba responded on behalf of the outgoing staff, commending Kamara for being a wonderful leader and diligent in his duties. "As the head of station, he gave us all the necessary support to carry our work diligently." Gifts were presented to the outgoing staff at the end of the occasion.



2019 Scholarship Scheme

The IITA Women's Group is happy to announce the annual scholarship competition for 2019. We welcome applications from qualified candidates for scholarships in the following categories:

- Junior-Secondary school (JSS)
- Senior-Secondary school (SSS)
- Post-Secondary (including vocational training)
- University

The criteria for the awards are:

- Applicants must be children of IITA employees on Pay Grades 1 –6; and not above 21 years old.
- Parents/Guardians of applicants must have a valid contract with the Institute as regular or short-term staff. Regular staff must have a 2-year contract while short-term staff should have at least a 6-month valid contract with the Institute at the time of application,

- Applicants are expected to be above average academically (60%) and should produce a current school report to prove this.
- Applicants must be registered in schools or must have secured admission into a recognized school.
- Forms should be signed and stamped by the headmaster/headmistress for JSS and SSS, and by the faculty member for PSS; forms that are not signed and stamped will not be accepted.

Shortlisted candidates will be expected to take a written exam and an oral interview to qualify for the grant. The value of the grant for 2019 is:

- Junior-Secondary: US\$250
- Senior-Secondary: US\$300
- Post-Secondary: US\$350

All sums will be paid out in local currency with exception in countries where US\$ is used.

The cut off mark for the written and oral interview is 70%.

Interested applicants should collect and return their forms to:

IITA Headquarters: Employee Services Officer, Human Resources, Bld. 500

Outside Hubs/Stations

IITA Regional Hubs: The Regional Administrator and copy to the IITA Women's Group focal person in the hub

IITA Stations: The Station Administrator and copy to the IITA Women's Group focal person in the station

All duly completed forms should be returned to the above persons on or before 20 September. **Note that late or incomplete forms will be disqualified.**

For more information please contact: R.Bhattacharjee@cgiar.org or S.Oyinlola@cgiar.org

For IITA WG Scholarship Committee:

C. Sanginga

Contract Review: February to May 2019

IITA contract review is a time set aside for internationally recruited staff to make a presentation and share with the IITA staff their achievements and performance in the last 3 years and priorities for the next 3 years. Below are some of the contract reviews that were held from February to May 2019:

Name: Juliet Akello

Designation: Plant Pathologist

Duty Station: Lusaka, Zambia

Topic: *Harnessing environmentally friendly and sustainable technologies for improving agricultural productivity and safety in Zambia*

Date: 18 February



Name: Elizabeth Parkes

Designation: HarvestPlus Cassava Breeder

Duty Station: Ibadan, Nigeria

Topic: *Modernizing breeding of biofortified cassava with partners in Africa*

Date: 4 March



Name: Ousmane Boukar

Designation: Cowpea Breeder

Duty Station: Kano, Nigeria

Topic: *Applying new tools to cowpea genetic improvement*

Date: 11 March



Name: Bekele Hundie Kotu

Designation: Agricultural Economist, Africa RISING

Duty Station: Tamale, Ghana

Topic: *Improving the livelihoods of smallholder farmers through sustainable intensification: Achievements and prospects*

Date: 19 February



Name: Arden Cecilia Gonzales-Iballar

Designation: Grade 1 Teacher, International School of IITA

Duty Station: Ibadan, Nigeria

Topic: *Teaching and learning in the 21st Century*

Date: 24 April



Name: Carlos Malita

Designation: SEMEAR Project Manager

Duty Station: Nampula, Mozambique

Topic: *Formal & informal seed systems – one or another, their roles in increasing access & use of improved crop varieties*

Date: 22 February



Name: Lorraine Dzapata

Designation: Teacher, IITA International School

Duty Station: Ibadan, Nigeria

Topic: *The future of IITA and the world is in my classroom today*

Date: 24 April



Name: Canon Norris Savala Engoke

Designation: Seed System Agronomist

Duty Station: Nampula, Mozambique

Topic: *Agricultural technologies demanded for change in Mozambique*

Date: 14 May



Name: Alexander Nimo Wiredu

Designation: Monitoring and Evaluation Specialist

Duty Station: Nampula, Mozambique

Topic: *Performance of improved seed dissemination initiative in Mozambique*

Date: 15 May



Name: Lava Kumar

Designation: Head of Germplasm Health/Virology and Diagnostics

Duty Station: Ibadan, Nigeria

Topic: *Discovery, development and delivery: Harnessing transdisciplinary sciences for plant germplasm biosecurity and virus threats prevention*

Date: 31 May



Quotable quote

"The future belongs to those who prepare for it today".

~ Malcolm X.

Newsletter staff

Editor: Helen Adeniji

Associate editor: Yvonne Olatunbosun

Contributors: HR & Communication

Design and Layout: Ibukun Shodeinde,

Adegboyega Juba, & Omolola Atunu

Editing: Katherine Lopez & Yvonne Olatunbosun

Distribution: Ibukun Shodeinde & Dayo Oyewole

Advisers: Lilian Mendoza & Katherine Lopez

Contact: h.adeniji@cgiar.org