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| Xavier Mhike  PhD In Plant Breeding And Biotechnology     |  | | --- | | **Contact** |     Address  14011 Madokero Estate  Westgate , Harare  Phone  +263788661149  E-mail  xavier.mhike2020@gmail.com     |  | | --- | | **Skills** |     Research and Development  Research SOPs  Research and reporting  Participatory Research and Extension  Agronomy and SMART Agriculture Production  Employee training and development  Project planning and development  Staff development and supervision  Projects Monitoring and Evaluation | Experienced researcher in agriculture with over 15 years of experience in both public and private institutions; collaborative variety development, extension services, monitoring and evaluation of research projects. Excellent reputation for resolving problems and driving overall operational improvements. Senior Plant Breeder and outstanding performer in variety development and mentorship within the seed industry with 8 hybrids developed and commercially released in Zimbabwe, Zambia and Kenya. Strengths in statistical analysis, experiment designing and projects monitoring and evaluation backed by training in Plant Breeding, Plant Biotechnology and Seed Systems. Multi-talented Research Lead with experience in research policy development and staff management procedures positively impacting overall morale and productivity. Recognized consistently for performance excellence and contributions to success in the plant breeding industry. Proven success in leadership, operational excellence and organizational development with keen understanding of elements of the seed business. Rockefeller, CIMMYT and ASARECA Research Projects Grantee and recognized for inspiring management team members to excel and encouraging creative work environments.     |  | | --- | | **Work History** |      |  |  |  |  | | --- | --- | --- | --- | |  | 2020-01 – 03/2021 |  | **Group Head R&D :East African Seed Company, Nairobi,** Team Leader for a team of 10 in Field Crops Variety Development which include Maize, Sorghum, Beans, Sunflower and Indigenous vegetables   * Monitoring and Evaluation of Research Projects in Kenya, Uganda, Tanzania and Zambia * Hands On Breeder for Mid Altitude with Highland Maize Hybrids Development being the current focus * Consistently providing exceptional research services and giving attention to farmers and stakeholders for better products. * Maintaining industry knowledge through training and monitoring of industry trends in research * Working closely with team members to deliver research targets develop solutions and meet deadlines. * Developing cost-savings and innovative solutions to existing problems through persistent research. * Improved operations by working with team members and customers to find workable solutions. * Budget plans and expenditure controls |  |  |  |  |  | | --- | --- | --- | --- | |  | 2013 - 2019 |  | **Research Scientist : Corteva , Harare, Zimbabwe**   * Maize Variety Development for the East Southern and Central Africa (ESCA) Region. * Responsible for the Mid Late (CRM138) maturity zone for Zimbabwe, Zambia, Kenya, Tanzania and Ethiopia evaluation zones * Team Leader of 6 people and responsible for the people and process management of the team * Budgetary plans and execution of activities * Developed reports and recommendations regarding research outcomes. * Data capture, data analysis and reported results and outcomes of hybrid performances representations. * Shared research findings through presentations and conferences. * Monitoring and Evaluation of projects in the ESCA Region |  08 -2013 Senior Breeder: EASCo Nairobi, Kenya  * Maize Variety Development for the East Africa Region. * Responsible for all maturity zones for, Kenya, Tanzania and Uganda evaluation zones * Team Leader of 8 people and responsible for the people and process management of the team * Budgetary plans and execution of activities * Developed reports and recommendations regarding research outcomes. * Recorded data, data analysis and reported results and outcomes of hybrid performances representations. * Released 4 mid altitude hybrids for Kenya and Tanzania   2008 **Principal Maize Breeder and Head Kadoma Research Station Seed Co Zimbabwe**   * Breeding for Early Maturity, Drought and Heat Stress Tolerance * Generation of genetic variability within crop germplasm * Selection and screening of segregating germplasm * Multi-locational testing and release of improved varieties * Administrative activities- Head of Station * People and Process Management * Station Budgets and Financial Controls   **2000 – 2007 Maize Breeder / Cereals Team Leader / Acting Head … Crop Breeding Institute Zimbabwe**   * Breeding for Stress (Biotic & Abiotic) Tolerance for the smallholder sector * Develop breeding strategies and advise on policy formulations * Generation of genetic variability within crop germplasm * Selection and screening of segregating germplasm * Multi-locational testing and release of improved varieties * Sectional Human and Financial management * Packaging and dissemination of technical information on maize production * Administrative activities- Maize Team Leader, Member of various committees   1998 -1999 **Extension Agronomist Midlands Provinces Zimbabwe**   |  | | --- | | **Education** |      |  |  |  |  | | --- | --- | --- | --- | |  | 2009-01 - 2013-11 |  | **Ph.D.: Plant Breeding And Biotechology**  **Makerere University - Kampala Uganda**  **PhD Internship (CIMMYT Zimbabwe): 2009 – 2012** DUTIES: Hands on Breeding for Stress (Biotic & Abiotic) Tolerance Screening and selection for drought and foliar diseases in maize nurseries and trials Seed Preparation for nurseries and trials Hand pollinations in nurseries Multi-locational data capturing Data Analysis (SAS and Fieldbook) Team Leader: CIMMYT Mycotoxin Maize Survey In Zimbabwe Undergraduate Students Research Guidance PhD Thesis Development on MARS and Genetic Analysis for Drought Tolerance  3 Publications in Peer Reviewed Journals Developed |  |  |  |  |  | | --- | --- | --- | --- | |  | 2005-07 - 2007-07 |  | **Master of Science: Plant Breeding And Agronomy**  *University Of Zambia -* Lusaka Zambia  One Publication in Peer Reviewed Journal Published |  |  |  |  |  | | --- | --- | --- | --- | |  | 1992-03 - 1994-12 |  | **Bachelor of Science: Crop Science: Plant Breeding And Genetics**  *University Of Zimbabwe -* Harare |  |  |  |  |  | | --- | --- | --- | --- | |  | 1999-01 - 1999-12 |  | **Post Graduate Certificate In Education**  *University Of Zimbabwe -* Harare   * Majored in Agriculture and Science Education |      |  | | --- | | **Publications** |      * Mhike X, Okori P and Magorokosho C (2010) Genetic Inheritance Studies and Early Generation Marker Selection In Maize Breeding for Drought Toelrance . In Proceedings of the Second Ruforum Biennial Meeting 20-24 Sept Entebbe, 389-393 * Mhike X, Okori P , Magorokosho and Ndhlela T (2012) Validity of Use of Secondary Traits and Selection Indices for Drought Tolerance InTropical Maize (Zea mays L), African Journal of Plant Science Vol. 6(2), pp. 96-102, 27 January, 2012 * Mhike X , Okori P and Chikobvu S (2012) An Appraisal of Farmer variety Selection In Drought Prone Areas and Its implication to Breeding for Drought Tolerance. Canadian Journal of Agricultural Science Vol 4 (6) June 2012 * Mhike X and Vivek B (2011) Combining Ability of AREX and CIMMYT Inbred Lines under stress and non-stress environments, African Journal of Plant Science Vol 6 (8) 2011 pp 1952 -57 * Ecosystem Breeding in Zimbabwe': Paper Presented and Published in the Proceedings of the 2nd Biotechnology, Breeding and Seed Systems For African Crops: January 2005, Nairobi, Kenya. * Maize Hybrid and Open Pollinated Varieties. 2005. CIMMYT, Mexico, DF * ‘Maize Open Pollinated Varieties Seed Production .2004.CIMMYT, Mexico, DF * The History of Maize Breeding In Zimbabwe: Methods and Tools': Paper Presented at the SIRDC Biotechnology Workshop May 2003, Harare, Zimbabwe. * ‘National Program Maize Breeding for Biotic & Abiotic Stresses In The Zimbabwe': Abstract and Poster Presented at the International Plant Breeding Symposium, August 2003, Mexico City, Mexico * ‘Maize Open Pollinated Varieties Ecosystem Breeding in Zimbabwe': Paper Presented and Published in the 6th African Crop Science Society Conference Proceedings, October 2003, Nairobi, Kenya  |  | | --- | | **Referees** |     1. Dr Cosmos Magorokosho  Senior Maize Breeder & CLO  CIMMYT Southern Africa  P.O. Box MP163 Mt Pleasant  Harare, Zimbabwe  Mobile: +263 773 212 731  Email: [c.magorokosho@cgiar.org](mailto:c.magorokosho@cgiar.org)  2. Rogers Mugambi  Chief Operating Officer  East African Seed Company  P. O. Box 45125  Nairobi, Kenya  Mobile: +254722398091  Email:rogers@easeed.com  3. Gilbert Mutseyekwa  ESCA Research Lead  164 Chihombe Road, Ruwa  Mobile: +263716800023  Email: [gilbert.mutseyekwa@corteva.com](mailto:gilbert.mutseyekwa@corteva.com)  4. Thanda Dhliwayo  Senior Scientist  CIMMYT Mexico  Carretera Mexico- Veracruz  El Batan Texcoco Edo Mexico  Mobile: +52 5951143976  Email: [d.thanda@cgiar.org](mailto:d.thanda@cgiar.org) |  |
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