

TERMS OF REFERENCE (ToR)

Gender Equality and Social Inclusion (GESI) Specialist

Strategic Group 1: Reducing Climate and Environmental Risks

ToR

Position overview

ICIMOD is looking for a Gender and Social Inclusion (GESI) Specialist who is resourceful, results-driven, and motivated to make a difference. This senior-level position presents a compelling opportunity for those who aspire to contribute to transformative changes in the lives of individuals, particularly marginalised groups. As ICIMOD embarks on the implementation phase of its Strategy 2030, you will play a pivotal role in advising and ensuring that gender equality and social inclusion are fully integrated across the portfolio of Strategic Group 1: Reducing Climate and Environment Risks

The GESI Specialist will play a crucial role in supporting the efforts of Strategic Group 1, and its focused on [Reducing Climate and Environmental Risks](#). SG1 includes two [Action Areas: A- Managing Cryosphere and Water Risks and B- Stimulating Actions for Clear Air](#). The GESI specialist will work closely with the Strategic Group Lead, Action Area Coordinators, Intervention Managers and the GESI Lead at ICIMOD. The specialist will also collaborate and engage with other relevant ICIMOD Strategic Groups and Action Areas to ensure effective integration of gender and social inclusion considerations across different activities and initiatives.

Responsibilities

The GESI Specialist will be responsible for delivering results in line with the commitments we have made in our [Strategy 2030: Moving Mountains](#) and our [Medium-Term Action Plan V \(2023–2026\): Embracing Change and Accelerating Impact](#). The GESI Specialist will work closely with other professional staff within Strategic Group on Risks, and will make some contribution to institutional GESI work, led by the ICIMOD GESI Lead.

1. Incorporation of GESI considerations within the Strategic Group on Climate and Environment Risks and its two Action Areas:

- Provide high-quality technical guidance on GESI for all the plans and activities of both Action Areas within Strategic Group 1, to ensure that 2026 targets on GESI are met
- Provide specific guidance and inputs on GESI dimensions of climate and environmental risks, in context of cryosphere, disaster risk reduction, water management and air quality management
- Facilitate the Inclusion of GESI throughout SG 1 and enhance the implementation of GESI-responsive approaches. This entails instituting appropriate mechanisms to guarantee the comprehensive integration and representation of GESI aspects within SG 1 and its Action Areas and interventions. This demands collaborative efforts and teamwork to ensure GESI-responsive outcomes

- Contribute directly on GESI related matters to specific interventions and their activities
- Support the development of strategies for GESI delivery, bolstering research methodologies, identifying solutions, data analysis and reporting on GESI related issues

2. Capacity Development:

- Identify the capacity requirements of all staff and partners within Strategic Group 1 and support training initiatives on GESI
- Develop and deliver training programmes, workshops, and resources to build the capacity of project staff and partners in understanding and mainstreaming GESI concepts
- Provide guidance to project teams on collecting sex-disaggregated data and conducting gender and social analysis

3. Monitoring and Evaluation:

- Collaborate with the Strategic Planning, Monitoring, Evaluation, and Learning (SPMEL) Unit to design gender-responsive indicators and monitoring tools for the work in Strategic Group 1 and assess the impact of interventions on gender and social inclusion outcome targets
- Assist in conducting regular reviews and assessments to track progress towards GESI-related targets within both Action Areas

4. Strategic Partnership and Collaboration:

- Support identification of strategic partnerships at both a national and regional level to advance GESI objectives within the area of water, cryosphere, and air pollution risks in the context of Hindu Kush Himalaya (HKH)
- Support engagement with relevant partners and other stakeholders, including community members, local organisations, and government agencies, to ensure their meaningful participation in delivering the 2026 targets within the respective interventions

5. Communication, engagement and outreach

- Support the preparation of comprehensive reports and documentation on GESI-related activities, outcomes, and lessons
- Contribute to the preparation of donor reports, project proposals, and communication materials by providing inputs related to GESI
- Document existing knowledge, best practices, and data relevant to GESI, while identifying areas where knowledge gaps exist
- Adopt innovative means of communication as a critical pathway to ensuring that results targets are met

Minimum qualifications and experience

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- A PhD degree in social sciences or a related field (e.g., gender and women's studies, sociology, anthropology, development studies, geography, and environmental studies) with three years of relevant experience. A master's degree in gender studies, social sciences, or related field with five years of experience in research and development, will be accepted in lieu of the PhD degree
- Strong experience in applying GESI concepts, analysis, and approaches in development programmes, particularly in the fields of climate change, air pollution, disaster risk reduction (DRR), river basin management and water governance, etc. and experience in qualitative and quantitative GESI research methods and the development and implementation of gender analysis and conceptual research frameworks
- Strong understanding of gender-responsive methodologies and approaches and conducting gender and social analysis that is meaningful and delivers outcomes and impacts
- Excellent communication and interpersonal skills, including excellent written and verbal communication skills in English
- Excellent interpersonal skills and a proven ability to work collaboratively in multidisciplinary and diverse teams and manage relationships with diverse stakeholders
- Experience working with a variety of communities in South Asia or the HKH region
- Motivated and able to travel to remote areas of the HKH mountain region as required

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- Demonstrated expertise in interdisciplinary approaches, with hands-on experience at both field and policy levels, and a deep understanding of mountain development and GESI (Gender Equality and Social Inclusion) issues within the Hindu Kush Himalayan region
- Authored publications or managed large-scale communications on GESI and development issues in climate change, environment, water, DRR, air pollution

Reporting and supervising

The GESI Specialist will report to the Strategic Group 1 Lead but will be primarily delivering into the work and activities of the two Action Areas within Strategic Group 1. The GESI Specialist will be advised and guided by of the GESI Lead, mainly with respect to institutional GESI work and meeting the necessary standards for GESI at ICIMOD. The specialist will collaborate with various other teams- i.e. other Strategic Groups, Action Areas, and units, as relevant.

Location

You will be working in a cross-cultural, impact-oriented environment at ICIMOD's head office in Kathmandu, Nepal. Frequent travel in the HKH region will be required. Kathmandu is a lively and exciting place to live. People are friendly, living costs are comparatively inexpensive, food is delicious (with a range of local and international cuisines), and there are good local and international schools and a low crime rate. Nepal offers amazing trekking trails, white water rafting, and safaris, combined with a rich culture and charming yet lively nightlife.

Duration

Three years, with a probation period of six months. There is a possibility of extension subject to performance and ICIMOD's future funding levels.

Remuneration

This is an international position at ICIMOD. The starting annual gross salary for this position is USD 34,728 (negotiable). Additionally, we offer a comprehensive benefits package which includes insurances (medical, life and accidental), child/dependency allowance (if applicable), children's education grant for maximum 2 children below 18 years of age (if applicable), severance pay (after five years of continuous service), paid leave (30 holidays and 10 public holidays per year) and day care facility for staff's young children.

Expatriate (non-Nepali nationals) staff are entitled to housing allowance, annual home leave ticket, shipment of personal effects, and an installation and repatriation allowance.

For expatriates, there is a tax exemption in Nepal; they are responsible for their home country's tax payments.

ICIMOD's core values

Our core values are integrity, neutrality, relevance, inclusiveness, openness, and ambition. These values are an expression of our culture and are central to the guiding beliefs and principles of our work and behaviour. Our core values will lie at the heart of ICIMOD operations and delivery. They will underpin everything we do and frame how we work with our partners. They reflect our founding intentions and the balances we seek to hold, while equipping ourselves for the future.

Diversity, equity, inclusion, and safeguarding

ICIMOD's human resource selection process is based on the qualifications and competence of the applicants. As an employer, ICIMOD is committed to promoting diversity, equity, and inclusion, and offers equal opportunities to applicants from all backgrounds and walks of life, including but not limited to gender, age, national origin, religion, race, caste, ethnicity, sexual orientation, disability, or social status. ICIMOD strongly encourages applications from all eligible applicants, especially women, from all parts of the HKH region.

ICIMOD is dedicated to establishing and upholding a safe and nurturing work environment, where all its employees can participate fully and meaningfully without fear of violence, harassment, exploitation, or intimidation. Any type of abuse or harassment, including sexual misconduct, by our staff, representatives, or stakeholders is not condoned or tolerated.

Background to ICIMOD

The International Centre for Integrated Mountain Development (ICIMOD), based in Kathmandu, Nepal, is the leading institute for the study of the HKH. An intergovernmental knowledge and development organisation with a focus on climate and environmental risks, green economies, and sustainable collective action, we have worked in our eight regional member countries – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan – since our foundation.

Entering our 40th year, ICIMOD is perfectly positioned to support the transformative action required for the HKH to face the challenges of the escalating effects of climate change, pollution, water insecurity, increased disaster risk, biodiversity loss, and widespread socioeconomic changes. We seek to raise our ambition to support the required transformative action to step up our engagement through to 2030.

Method of application

Applicants are requested to apply online before April 30, 2024 (11:59 PM Nepal Standard Time) through [ICIMOD Vacancy Application Portal](#).

Only shortlisted candidates will be notified.