

TERMS OF REFERENCE (ToR)

Water Resources Management Specialist

Action Area A: Managing Cryosphere and Water Risks

Strategic Group 1: Reducing Climate and Environmental Risks



ToR

About ICIMOD

The Hindu Kush Himalaya (HKH) region stretches 3,500 km across Asia, spanning eight countries – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan. Encompassing high-altitude mountain ranges, mid-hills, and plains, the zone is vital for the food, water, and energy security of around two billion people and is a habitat for countless irreplaceable species. It is also acutely fragile and at the frontline of the impacts of the triple planetary crisis of climate change, pollution, and biodiversity loss.

The International Centre for Integrated Mountain Development (ICIMOD), based in Kathmandu, Nepal, is an international organisation established in 1983, that is working to make this critical region greener, more inclusive, and climate resilient. For more information, read our [Strategy 2030](#) and explore our [website](#).

Position overview

We are looking for a forward-thinking professional with a passion for shaping sustainable futures. The applicant will be working with our dynamic team as a ‘Water Resources Management Specialist’ (Specialist hereafter) and will play a pivotal role in supporting river basin management work in the HKH, especially in the Upper Indus Basin, the Koshi/Ganga Basin, and the Yarlung-Zangbo-Brahmaputra Basin. As a creative visionary, the Specialist will work at the intersection of water resources management, disaster risk reduction (DRR), basin management, and policy innovation. If you’re driven by a commitment to building resilient societies and are ready to lead transformative change, we invite you to be an integral part of our impactful journey.

You’ll be joining a talented team and a distinguished organisation as we step up our communications to reflect the ambition in our new Strategy 2030: Moving Mountains. The position will be located within Strategic Group 1 - Reducing Climate and Environmental Risks (SG1) and within Action Area A on Managing Cryosphere and Water Risks (AAA). Action Area A has three Interventions: 1) Promoting a regional approach to addressing the increasing risks from a changing cryosphere; 2) Promoting innovative and inclusive approaches to DRR in policies, practices, and investments; and 3) Promoting river basin-level frameworks for informed and inclusive decision-making. The Specialist will be housed in intervention 3 on ‘Promoting river basin-level frameworks in the HKH for informed and inclusive decision-making (Resilient River Basins)’, but will also support the other two interventions. The Specialist, by working in collaboration and under the guidance of the Intervention Manager, is expected to enhance river basin management practices in the HKH by providing technical expertise, policy guidance, and strategic decision support; s/he is also expected to foster regional collaboration in the areas of sustainable water management and disaster risk reduction.

Responsibilities

The Water Resources Management (WRM) Specialist will be contributing to 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](#).

- **Assess Existing Management:** Conduct comprehensive assessments of existing river basin management practices in the HKH region to identify gaps and opportunities for improvement.
- **Policy Analysis and Guidance:** Conduct policy analyses related to river basin management in the HKH region and provide guidance on relevant national, regional, and international frameworks and provisions.
- **Technical Expertise:** Provide technical expertise on river basin management and governance, including policy and regulatory frameworks, institutional arrangements, and stakeholder engagement.
- **Strategic Guidance:** Provide informed advice to decision-makers on current water issues and related developments.
- **Regional Collaboration:** Support basin-scale collaboration through regional knowledge networks and platforms.
- **IRBM Manual Improvement:** Lead the improvement of the IRBM (Integrated River Basin Management) manual based on user needs and ICIMOD priorities.
- **Involvement in Bilateral Projects:** Contribute to the delivery of TROSA (Transboundary Rivers of South Asia) milestones.
- **Capacity Strengthening:** Lead initiatives to strengthen IRBM capacity among the stakeholders.
- **Government Support:** Enhance the capacity of national and local government officials to effectively manage water resources and strengthen water management frameworks in the context of disaster risks.
- **Partnership Development:** Develop and maintain partnerships with relevant stakeholders to promote IRBM and sustainable water management practices.
- **Communication and Reporting:** Prepare and deliver high-quality reports, presentations, and other communication materials to support and inform the decision-making processes and policy recommendations related to water and disaster management.

Minimum qualifications and experience

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- A PhD in a related field such as Water Resources Management, Environmental Management, Geography, or similar subjects, with at least three years of relevant work experience. Alternatively, a master's degree in the mentioned subjects with five years of relevant experience.
- Excellent understanding of river basin governance and institutional issues in the HKH.
- Strong project design and management experience within the fields of IRBM, water risks, resilience, and policy.
- A proven track record of effective management of people and budgets to deliver impactful results.
- Experience in policy, policy advocacy, and/or supporting decision-making processes related to DRR.
- Excellent communication skills, with the ability to convey complex technical information to a range of stakeholders and engaging with policy and decision-makers at all levels.

- A proven track record of working in an international and multicultural environment and collaborating with international organisations, government agencies, research organisations, and communities.
- Well versed in GESI (gender equality and social inclusion), climate change, and biodiversity issues as related to water and DRR.

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- Strong orientation towards interdisciplinary approaches.
- Experience in the HKH region.

Reporting and supervising

The Specialist will report to the Intervention Manager - Resilient River Basins and work in close collaboration with Action Area Coordinator - A. The Specialist will also work with interventions in Action Area A and other Action Areas, where 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. Its crime rate is low; the people are friendly; the living costs are comparatively reasonable; the food is delicious (with a range of local and international cuisines); and there are a good number of local and international schools. Then there are amazing trekking trails to explore; the excitement of safaris and whitewater rafting; a charming nightlife; and a vibrant culture.

Duration

Two 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 33,725/- (negotiable, based on experience and qualifications). The gross salary covers basic salary, provident fund, family/post adjustment allowance, and child/dependency allowances. The salaries and benefits at ICIMOD are competitive compared with other international organisations. We also offer a comprehensive benefits package which includes insurances (medical, life, and accidental), children's education grant for maximum 2 children below 18 years of age, severance pay, paid leave (for 30 holidays and 10 public holidays per year) and day care.

For expatriates, there is a tax exemption in Nepal; but they are responsible for their home country's tax payments. Expatriate staff are entitled to housing allowance, annual home leave ticket, shipment of personal effects, and an installation and repatriation allowance.

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.

Method of application

Applicants are requested to apply online before August 18, 2024 (11:59 PM Nepal Standard Time) through [ICIMOD Vacancy Application Portal](#).

Only the shortlisted candidates will be notified.