

TERMS OF REFERENCE (ToR)

Air Pollution Mitigation Specialist

Action Area B: Stimulating Action for Clean Air

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](#).

About SG 1: Reducing climate and environmental risks

This SG focuses on managing the risks, including those that are transboundary, relating to water, cryosphere, land, and air. It works on improving the understanding and communication of risks and their implications for the mountain peoples' health, livelihoods, and safety, as well as on what they mean for policy responses and for future-proofing development investment. In addition to the testing and piloting of solutions to reduce these risks, in close collaboration with our RMCs (Regional Member Countries) and partners, a key feature of this SG is to build more regionally consistent and coherent enabling environments for risk management, whether through dialogues or networking, or through national and regional policy solutions. The transboundary elements of this SG are especially important but also challenging to manage. The work of this SG has also links with relevant areas of SG2 and SG3.

Position overview

This position will be housed within Action Area (AA) B - Stimulating Action for Clean Air (AAB) under Strategic Group 1 - Reducing Climate and Environmental Risks. This Action Area focuses its attention on the significant impacts of air pollution on human health, economic development, climate, and the environment. Air pollution levels are high across the HKH and air pollutants travel without respecting borders. At the same time, there are huge gaps between the actual air quality outcomes being currently achieved in the HKH region, and regional and international goals and targets. This is partly due to the lack of cost-effective and implementable solutions, as well due to a lack of understanding on which solutions to prioritise.

The position of Air Pollution Mitigation Specialist (henceforth, mostly Specialist) will focus on the identification of priority sectors for solution development and then the co-design of effective solutions, in close collaboration with relevant partners, followed by the testing of their proof of concept through rigorous evaluations. Another key element will be to take

these air quality solutions to scale, working alongside key partners (public and private) whilst also working on an enabling policy and institutional environment for the uptake and implementation of these solutions.

This Action Area has been working with the World Bank and nominated government representatives from 24 institutions in Bangladesh, India, Nepal, and Pakistan to identify a ‘road map’ for collaborative action on air pollution mitigation. The first meeting to take this forward took place from 14–15 December 2022 with a science–policy dialogue (SPD) in Kathmandu to deliberate on the critical need to apply localised and region-specific air quality-monitoring mechanism, management, and policy tools to tackle the escalating challenge of transboundary air pollution. A second SPD took place in Thimphu (Bhutan) from 26–27 June 2024 and the representatives of countries and states encompassing the Indo-Gangetic Plains and the Himalayan Foothills agreed to develop a coordinated structure based on the experience of international initiatives and regional frameworks. These have all been positive steps towards building an enabling environment and leveraging the necessary investment to put effective air pollution mitigation policies and practices in place.

As ICIMOD aims to take a lead role in supporting the development of evidence-based changes in policy and practices on clean air in the HKH region, air pollution mitigation is assuming an increasingly important role. It requires the identification of relevant technologies and practices and the design and development of initiatives and projects to implement effective solutions based on these techniques. This will be a core focus of this new position.

This Action Area is configured around two interrelated work areas, which in ICIMOD are called Interventions:

1. Strengthening institutional capabilities for policymaking, air pollution monitoring, and to target the most polluting activity sectors to improve air quality.
2. Encouraging the adoption of cleaner and socially responsible solutions and investments for the effective reduction of air pollutants, including of short-lived climate forcers (SLCFs) and greenhouse gases.

Responsibilities

The Air Pollution Mitigation 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, as well as](#) the associated [Results Framework 2023–26](#).

As a recognised expert in the field of air pollution mitigation strategies, policies, and practices, the Specialist will be responsible for:

1. Identifying and promoting the best available air pollution solutions

- Providing intellectual expertise on the best available techniques (e.g. end-of-pipe treatments) and on non-technical measures (behavioural changes) in air pollution mitigation.
- Developing conceptual frameworks, methodologies, and theories for air pollution mitigation in the context of the HKH and available finances.
- Developing detailed guidelines on the best solutions for the key identified activity sectors for each HKH country.
- Delivering expert advice and leading specific parts of initiatives related to the implementation of best available technologies and practices to curb air pollution.
- Making use of output and input database from integrated models like GAINS to assess mitigation strategies.

2. Bringing together and engaging closely with key stakeholders for the uptake of solutions and to leverage new investment

- Systematically identifying stakeholders; engaging with them on content; and coordinating needs assessment exercises.
- Identifying suitable partners, including governmental, non-governmental, academic, and private entities, aligned with the objectives of the AAB aimed at upscaling the identified solutions to mitigate air pollution.
- Liaising with development partners like the World Bank, the Asian Development Bank, and other key international finance Institutions or potential investors, to support and unlock investments in air pollution solutions.
- Supporting active engagement with relevant stakeholders, including government authorities and policymakers, to foster national and regional dialogues that can contribute to the Thematic Working Group on Air Pollution under the High-Level Task Force.

3. Building a robust, evidence-based system for effective air pollution mitigation strategies

- Reaching out to scientists in regional and global universities and institutes, including partner research institutes, to identify and develop opportunities on research into air pollution mitigation strategies and solutions.
- Conducting comprehensive needs assessments to understand the specific requirements and challenges related to emissions and abatement measures in the RMCs.
- Preparing research reports and publications on air pollution mitigation in the main activity sectors.
- Leading and contributing to organising workshops on air pollution mitigation issues.

4. Planning, monitoring, and reporting (PMR)

- Ensuring that all technical contributions facilitate the delivery of the Action Area results, milestones, and targets.
- Providing expert inputs to the PMR processes as required periodically by ICIMOD.

- Making effective and evidential contributions to all reporting requirements, both institutional reporting as well as reporting to specific donors as per their requirements.
- Ensuring that all agreements with partners have results frameworks (logframes) that help ICIMOD meet its own targets.
- Contributing to any evaluation process when required.

5. Building strong regional and global networks

- Networking with regional and international organisations; being part of professional bodies; and representing the organisation at external events.

6. Strengthening capacity

- Designing and delivering capacity building activities on air pollution solutions and emission abatement, leading to the development of mitigation actions.
- Suggesting capacity development strategies for partners and other stakeholders.
- Building capacity in air pollution mitigation expertise at the partner and stakeholder levels.
- Providing expert inputs for the development of proposals pertaining to regional programmes and initiatives on reducing air pollution.

Minimum qualifications and experience

ESSENTIAL

- A postgraduate academic degree (MSc or PhD) in a relevant field, such as Environmental Sciences, Chemical Engineering, Sustainable Energy and other relevant subjects with at least 10 years of experience or PhD in those subjects with 5 years of experience in the HKH region.
- Excellent knowledge about the best available technologies to reduce air pollutant emissions.
- Knowledge of integrated models like GAINS to develop strategies to mitigate air pollution.
- Excellent understanding of cost/benefit concepts as applied to air pollution.
- Excellent project management and coordination skills with a proven track record of managing large-scale and complex cross-regional programmes, including budgets.
- Experience working in multicultural environments.
- Access to sound professional networks in the HKH and at the international level.
- Outstanding problem-solving skills and an avid solution seeker.
- Committed to advancing GESI (gender equality and social inclusion) aspects in all initiatives.

PREFERRED

- Strong understanding of the opportunities and challenges facing the HKH and other mountainous regions.
- Experience in integrating GESI into programming and/or applying interdisciplinary, multidisciplinary, and transdisciplinary approaches.

- Knowledge of economics and the cost of measures involved in reducing air pollution, as well as of the benefits associated with air quality improvement.
- Experience in communicating to a diverse set of audience (e.g. media, conferences, funders).

COMPETENCIES

- **Teamwork and cooperation:** The Specialist has to provide information to and share resources with other team members, and lead the junior staff with different skill sets at various institutional levels through collaborative decision-making processes.
- **Result orientation:** The Specialist has to contribute to help the organisation achieve its short- and long-term goals, leading to increased outcome and impact.
- **Leadership:** The Specialist has to optimise resources around long-term plans and programmes while setting high standards.
- **Networking and stakeholder management:** In agreement with the Action Area Coordinator, the Specialist has to identify the relevant stakeholders and partners, and engage with them at the strategic level.

Reporting and supervising

The Air Pollution Mitigation Specialist will report to the Intervention 2 Manager of Action Area B - Stimulating Actions for Clean Air. The Specialist will also work in close collaboration with 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 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

Until December 2026, 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 39,723/- (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 (or child abuse), 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.