

TERMS OF REFERENCE (ToR)

Research Associate: Global Policy, Outreach, and Engagement

Action Area F: Strengthening Global Leadership in Sustainable Mountain Development

Strategic Group 3: Enabling Regional and Global Mechanisms for Sustainable Action

ToR

About ICIMOD

The International Centre for Integrated Mountain Development (ICIMOD), based in Kathmandu, Nepal, is the leading institution for the study of the Hindu Kush Himalaya (HKH). An intergovernmental knowledge and development organisation with a focus on climate and environmental risks, green economies, and sustainable collective action, we have been working in our eight Regional Member Countries (RMCs) – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan – since our foundation.

After 40 years of operation, ICIMOD is perfectly positioned to support the transformative action required for the HKH to face the challenges of climate change, pollution, water insecurity, increased disaster risk, biodiversity loss, and widespread socio-economic changes. We seek to raise our ambition to support the required transformative action to step up our engagement through to the year 2030.

Position overview

The position of Research Associate (Global Policy, Outreach, and Engagement) will suit applicants with analytical skills who are interested in examining global policies and how they relate to regional and national policies, with a particular focus on the UN Framework Convention on Climate Change (UNFCCC) and the UN Convention on Biological Diversity (UNCBD). The candidate will conduct research, analyse data, and develop recommendations on how to enhance the profile of mountains, particularly the Hindu Kush Himalaya, under these Conventions.

This is a great opportunity for a passionate researcher to work on a critical issue and contribute to a collaborative team to make a positive impact on the HKH region.

Action Area: Strengthening Global Leadership in Sustainable Mountain Development.

Through this Action Area, we aim to become a global knowledge lead on sustainable mountain development and amplify the voices of the mountain communities – including youth, women, and the marginalised communities such as the indigenous people – to secure recognition for the HKH as a critical global asset. Through this work, we seek to shift the understanding of mountain realities from the periphery towards the centre of the global climate and environment discourse. This would allow for the HKH, the pulse of the planet, to be universally recognised for its importance as one of the main barometers of our planet's health – with changes happening here before they do anywhere else, it affects millions. The HKH has not yet achieved the kind of global profile that attracts the scale of investment required to meet its complex challenges. Thus, there are opportunities for deeper and broader global engagement and for building new alliances and collective leadership in global processes.

Additionally, this Action Area also focuses on securing sustainable increases in investments for climate action and sustainable (green, climate resilient, and inclusive) development.

This will involve taking forward the Mountains of Opportunity Investment Framework to guide and scale up climate-smart and nature-positive investment in the six mountain-specific priorities outlined in the HKH Call to Action.

Responsibilities

The Research Associate will be responsible for delivering results in line with the commitments in our [Strategy 2030: Moving Mountains](#) and the [Medium-Term Action Plan V \(2023–2026\): Embracing Change and Accelerating Impact](#), as well as in our 2023–26 Results Framework.

The Research Associate will be directly responsible for the following tasks:

Component 1: Mountain–science diplomacy

- Desk work, including research on enhancing contributions from the HKH region in IPBES and IPCC.
- Contributing to drafting outreach and engagement strategy section for IPCC.

Component 2: Mountain policy mainstreaming into global processes

- Conducting research on thematic topics and priorities of UNFCCC relevant to the HKH region, including on sources, sectors, and trends.
- Supporting activities planned for UNCBD and UNFCCC engagements.
- Contributing to preparing synthesis of recommendations for next steps from SBSTAs and COPs.
- Participating in and contributing to meetings and workshops on capacity building for negotiations.
- Supporting the conduct of consultations and meetings related to UNFCCC and CBD.

Component 3: Global outreach to promote mountain agenda through alliances and partnerships for joint action

- Supporting and contributing to the formulation of outreach and engagement strategies.
- Supporting the organisation of networks and partners' meetings.

Person Specification/Competencies

ESSENTIAL

- A master's degree in climate or environmental management, development studies, international relations, climate or international policy, or in a closely related field.

- Strong research and analytical skills, with experience in conducting data collection, analysis, and reporting.
- Excellent written and verbal communication skills, with the ability to communicate complex information to a variety of audiences.
- Experience working on issues related to the environment, development, or climate change in a mountain context is a strong asset.
- Proficiency in relevant research methods and statistical software.
- Proven ability to work independently and as part of a team.
- Fluency in English is required. Local language fluency is a strong asset.

PREFERRED

- A good understanding of Multilateral Environmental Agreements (UNFCCC, CBD, Sendai Framework, Male) and of the opportunities and challenges facing the HKH and other mountainous regions.
- Experience in collaborative and participatory approaches.
- Commitment to promoting and supporting gender equity and social inclusion.

Reporting and supervising

The Research Associate will report to the Intervention Manager of Enhance Global Recognition, Response and Outreach of Mountain and the HKH Concerns under the supervision of the Action Area Coordinator and will liaise/coordinate with the Strategic Group 3 team and other Action Areas.

Location

You will be working in a cross-cultural, impact-oriented environment at ICIMOD's head office in Kathmandu, Nepal. Frequent or occasional 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

One year, with a probation period of three months. There is a possibility of extension subject to performance and ICIMOD's future funding levels.

Remuneration

This is a local position for Nepali nationals only. The starting annual gross salary for this position is NPR 888,103/- (negotiable, based on experience and qualifications). The gross salary covers basic salary, provident fund, family/post adjustment allowance, medical



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.

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.

Application Method

<https://merojob.com/research-associate-global-policy-outreach-and-engagement/>