

TERMS OF REFERENCE (ToR)

## **Research Associate: Leveraging Investment Flows for Scaling Solutions**

**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.

## About our approach to climate and green finance

Identifying new climate and development finance flows has been identified by the HKH countries as an important priority, given the dearth of green investment and the enormous financing gap for climate adaptation, mitigation and nature. And, without new and additional finance, the HKH countries will not be able to meet their climate adaptation, biodiversity, and mitigation goals.

Enabling climate-resilient and green investment forms a pillar of ICIMOD's Strategy 2030. ICIMOD, as a regional institution, intends to draw on its convening power and knowledge to enable and help catalyse investment via several possible pathways, including: (i) identifying and developing solutions and collectively evolving these into business cases; (ii) playing a role in assisting the HKH countries access global funds; (iii) facilitating investment in the private sector or through public-private partnerships; and (iv) convening investors and investment experts to explore innovative ways to finance solutions and focus the investment conversation on HKH mountain priorities. ICIMOD also plays a key role in advocating for HKH priorities in global and regional policy and investment fora.

## Position overview

For the position of Research Associate (Leveraging Investment Flows for Scaling Solutions), we are looking for someone passionate about tackling the climate and environment crisis, and exploring solutions located in the finance and investment framework. Under ICIMOD's focus area on leveraging investment flows to address the environmental and developmental challenges in the HKH region, the Research Associate will conduct reviews, investigations, research, and data analysis, as well as develop recommendations to attract and channel investments towards effective solutions in the HKH.

This position will suit applicants with analytical skills who are interested in examining ways to enhance actions focused on leveraging investments flows. This is a great opportunity for a passionate individual who is driven by results, enjoys working at pace, and who is motivated to make a positive impact on the HKH region, whilst working in a collaborative team environment.

### **Action Area F (AAF): Strengthening global leadership in sustainable mountain development**

This position is located within the Strategic Group 3 and Action Area on Leveraging Investment Flows for Scaling Solutions. Through our work in 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 whilst also advocating for the importance of new and additional investment flows into the region. 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 our [Medium-Term Action Plan V \(2023–2026\): Embracing Change and Accelerating Impact, as well as in](#) our 2023–26 Results Framework.

Specific responsibilities include:

- Supporting the development of the multi-stakeholder platform: the Mountains of Opportunity Investment Framework.
- Conducting research on investment flows relevant to the HKH region, including on sources, sectors, and trends.
- Analysing the effectiveness of current investment approaches in addressing the environmental and developmental challenges in the HKH region.
- Identifying opportunities and developing recommendations for leveraging investment flows to scale up successful solutions in the HKH region.
- Preparing research reports, presentations, and other communication materials for dissemination to the stakeholders.

- Collaborating with colleagues from diverse backgrounds, including researchers, policymakers, and practitioners.
- Organising online and in-person meetings and workshops.
- Recording and sharing meeting minutes/reports with teams and partners.
- Any other tasks required for the fulfilment of the deliverables under the Action Area.

## Person Specification/Competencies

### ESSENTIAL

- A master's degree in climate or environmental management, development studies, economics, policy and finance, 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 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 for Leveraging Investment Flows for Scaling Solutions 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-leveraging-investment-flows-for-scaling-solutions/>