

TERMS OF REFERENCE (ToR)

Geo Information System Analyst

Action Area C (AAC): Adapting and Transforming Livelihoods and Economies

Strategic Group 2 (SG2): Shaping Green and Resilient Mountain Economies

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, which 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 Strategic Group 2 (SG2): Shaping Green and Resilient Mountain Economies

Strategic Group 2 aims to deliver environmentally sustainable, economically viable, and socially inclusive solutions for the HKH region which is home to some of the world's most marginalised and vulnerable people; it is also involved in regenerating and restoring landscapes across the region. SG2 consists of two Action Areas (AAs) – Action Area C (AAC): Adapting and Transforming Livelihoods and Economies, which has four interventions – and Action Area D (AAD): Ecosystem and Landscape Restoration, which also has four interventions. The work under this SG attempts to build understanding of the implications of rapid socio-economic, climate, and environmental changes for mountain livelihoods, economies, and ecosystems which are already challenged by their remote, fragile, and hazard-prone settings. SG2 also works on viable nature-based solutions (NbS), incentives for biodiversity and landscape conservation and restoration, as well as on human-wildlife co-existence. Besides, it investigates which combinations of solutions might work in a context of large-scale male outmigration, rural-urban disconnectedness, feminisation of production, and rapidly deteriorating environmental health in the HKH.

Position overview

The position of Geo Information System (GIS) Analyst provides an excellent opportunity to utilise satellite data and geospatial technology in tackling some of the HKH's most pressing socio-economic and environmental problems – urbanisation, migration, climate change, and natural disasters. The position will also demand going beyond technological constraints. Specifically, the GIS Analyst is expected to harness expertise in Earth observation (EO) data and cutting-edge geospatial technology to create basic socio-economic statistics and pioneer innovative solutions for addressing mountain socio-ecological futures.

Under Action Area C, the GIS Analyst will support two workstreams: developing socio-economic profiles on population, migration, and urbanisation projections, among others, to support foresight and scenario analyses in order to address critical risks and opportunities in the HKH region; and conducting spatiotemporal analyses of land use and risks induced by climatic and non-climatic changes which affect the sustainability of mountain settlements. One of the major contributions of the GIS Analyst to these two workstreams would be in creating socio-economic data for the present and future in order to better understand the adaptation needs of the people in the region in the

context of impacts on HKH social-ecological systems. Besides, the GIS Analyst will support other assignments related to mountain livelihoods and economies under AAC.

Apart from focusing on the two workstreams mentioned above, the GIS Analyst will also be working closely with the Regional Information Service Team of Strategic Group 3: Enabling Regional and Global Mechanisms for Sustainable Action.

Responsibilities

The GIS Analyst will be responsible for delivering results in line with the commitments ICIMOD has made in our [Strategy 2030: Moving Mountains](#) and our [Medium-Term Action Plan V \(2023–2026\): Embracing Change and Accelerating Impact](#). As a recognised expert in GIS, the Analyst will be responsible for:

- Researching, collecting, and integrating data from various spatial and non-spatial sources to create baseline information on socio-economic variables in order to support work on foresight and scenario analyses.
- Developing analytical workflows for satellite image processing, including high-resolution optical and SAR images, and integrating datasets from multiple sources under the workstreams of foresight analysis and mountain settlements.
- Performing spatial analysis and developing models for data analysis to support studies in the relevant field of applications, specifically – projections of urbanisation, population, migration, and other socio-economic aspects of the HKH region.
- Designing and conducting fieldwork as required by foresight, settlements, and other workstreams of AAC.
- Developing and organising capacity-building programmes to provide formal and on-the-job training to users on the applications developed.
- Engaging regularly with ICIMOD colleagues, key partners, and stakeholders for co-developing ideas and their implementation.
- Preparing documentation, including reports, analyses, and projections of the socio-economic situation in the HKH region.
- Engaging with team members of the supporting units and with other AAs and SGs of ICIMOD whenever required.

Person Specification/Competencies

Education And Experience

- MSc in Geoinformatics or related subjects with four to five years of relevant work experience.
- Proven experience in remote sensing and spatial analysis related to urbanisation, population dynamics, migration, and other socio-economic aspects relevant for adapting and transforming mountain livelihoods.
- Experienced in developing scripts for automatic processing of remote sensing and geospatial data using Python, Java, or other relevant tools.
- A good track record of authoring technical reports and publishing datasets and peer-reviewed articles.

Skills and competencies

- **Content knowledge:** Knowledge on EO and geospatial information applications in the context of urbanisation, population dynamics, migration, and other socio-economic aspects.
- **Report writing:** Ability to contribute to the preparation and consolidation of reports and publications.
- **Management and coordination:** Ability to work independently on analysing and processing geospatial data.
- **Networking and stakeholder management:** Capable of maintaining existing networks with strategic institutions and effectively communicating with the stakeholders.
- **Result and impact orientation:** Capable of proactively generating concrete results.
- **Teamwork and cooperation:** Ability to work smoothly and effectively with intercultural teams to produce constructive ideas or solutions that meet the team objective.
- **Continuous improvement and innovation:** Ability to easily adapt to changing contexts, technologies, and approaches.
- **Impactful communication:** Excellent listening as well as written and verbal communication skills, and with the ability to present complex information clearly and concisely to diverse audiences.

Reporting and supervising

The GIS Analyst will report to the AAC Coordinator and will be closely supervised by the Intervention Managers.

Location

You will be working in a cross-cultural, impact-oriented environment at ICIMOD's head office in Kathmandu, Nepal. Travel for capacity-building trainings 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 September 30, 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 16,320/-** (negotiable, based on experience and qualifications). The gross salary covers basic salary, provident fund, family/post-adjustment allowance, and child/dependency allowances. 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 daycare.

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 (such as child abuse), by our staff, representatives, or stakeholders is not condoned or tolerated.

Method of application

Applicants are requested to apply online before **November 03, 2024** (11:59 PM Nepal Standard Time) through the [ICIMOD Vacancy Application Portal](#).

Only the shortlisted candidates will be notified.

