

TERMS OF REFERENCE (ToR)

## **Analyst - Nature-based Solutions for DRR (NbS-DRR)**

**Action Area (AAA):** Managing cryosphere and water risks

**Strategic Group 1 (SG1):** Reducing climate and environmental risks



ToR

## About ICIMOD

The Hindu Kush Himalaya (HKH) region stretches 3,500km 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 up to two billion people and is a habitat for countless irreplaceable species. It is also acutely fragile – and frontline to 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 seeking a dynamic and results-oriented individual with a passion for Nature-based Solutions (NbS) to reduce disaster risks. The NbS-DRR Analyst will be instrumental in implementing, managing, and advancing NbS for flood, drought, landslide, and other hydro-meteorological hazard risk reduction within the HKH region. This position requires a blend of technical expertise, research acumen, and communication skills to effectively develop, implement, and share knowledge of NbS for DRR across Nepal and the region. The NbS-DRR Analyst will also contribute significantly to the design, implementation, monitoring, and evaluation of integrated watershed management plans, emphasizing the incorporation of Nature-based Solutions (NbS) for watershed management and ensuring alignment with environmental, social, and economic objectives.

## Responsibilities

The NbS-DRR Analyst 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](#).

- Analyze, document, and evaluate the effectiveness of existing NbS pilot projects and solutions implemented for DRR, focusing on enhancing community resilience.
- Lead the collaborative development of a conceptual framework for NbS for DRR, incorporating lessons learned from field visits, project implementations, and stakeholder consultations.
- Facilitate workshops and meetings with diverse stakeholders to present the framework, gather feedback, and prepare comprehensive reports.
- Provide technical support and monitoring for the implementation of NbS pilot projects, ensuring alignment with the developed framework and best practices.

- Participate in strategic planning meetings to align NbS for DRR activities with broader organizational goals.
- Represent the organization in external engagements, including field visits, scoping missions, and discussions with partners and stakeholders.
- Lead the coordination of agreements and collaborations with external organizations on NbS-DRR.
- Contribute to the planning and co-implementation of NbS activities, including the development of workshop concepts and training materials, with a focus on integrated watershed management in the Lower Koshi River Basin.
- Gather and analyze baseline data, review existing watershed management plans, and engage with stakeholders to identify best practices and areas for improvement.
- Design and deliver training programs and workshops on integrated watershed management principles and practices, incorporating local input and aligning with regulatory frameworks, to develop tailored integrated watershed management plans for specific watersheds in the Lower Koshi River Basin.
- Integrate nature-based solutions (NbS) into watershed management plan designs.
- Conduct comprehensive impact evaluations of implemented watershed management plans, assessing their effectiveness and documenting lessons learned.
- Collaborate with short-term consultants to define project activities and develop Terms of Reference (ToRs).
- Actively participate in project, action area, and intervention meetings to share updates, coordinate efforts, and foster collaboration.
- Any other relevant tasks, as assigned by the supervisor.

## Person Specification/Competencies

### ESSENTIAL

- Master's degree with 3 years of experience or bachelor's degree with 5 years of experience in environmental science, natural resource management, disaster risk reduction, or a related field
- Strong understanding of NbS and their applications in DRR.
- Experience in conducting research, analysing data, and developing conceptual frameworks.
- Excellent communication and interpersonal skills, with the ability to engage and collaborate with diverse stakeholders.
- Proven coordination skills with the ability to deliver results on time and within budget.
- Proficiency in written and spoken English.

### PREFERRED

- Ability to work independently and collaboratively in a multicultural environment.
- Experience working in the HKH region.

## Reporting and supervising

The NbS-DRR Analyst reports to the Intervention Manager – Disaster Risk Reduction and also work in close coordination with the Coordinator of Action Area A – Managing cryosphere and water risks, where relevant. The selected candidate will also work in close collaboration with others in the intervention and Action Area, where relevant.

## Location

You will be working in a cross-cultural, impact-oriented environment at ICIMOD's head office in Kathmandu, Nepal. Frequent travel within Nepal and occasional travel within the HKH region will be required.

Kathmandu is a lively and exciting place to live. People are friendly, living costs are comparatively inexpensive, food is delicious (with a range of local and international cuisines), and there are good local and international schools and a low crime rate. Nepal offers amazing trekking trails, white water rafting, and safaris, combined with a rich culture and charming yet lively nightlife.

## 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 16,320/-** (negotiable based on experience and qualifications). Gross salary comprises of 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 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 (30 holidays and 10 public holidays per year) and day care facility.

For expatriates, there is a tax exemption in Nepal; 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 [including 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 [ICIMOD Vacancy Application Portal](#).

Only shortlisted candidates will be notified.