

TERMS OF REFERENCE (ToR)

## Migration 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 3,500km 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](#).

### **About Strategic Group 2 (SG):** Resilient Mountain Economies and Landscapes.

Strategic Group 2 (SG2) focuses on supporting a move to green mountain livelihoods and restoration, conservation, and regeneration of landscapes and ecosystems across HKH. It is composed of two Action Areas: AAC: Adapting and transforming livelihoods and economies (this point onward referred as Action Area C), which has four interventions, and AAD: Restoring and regenerating landscapes, which also has four interventions. SG2 aims to deliver environmentally sustainable, but economically viable and socially inclusive solutions for some of the world's most marginalised and vulnerable people as well as regenerating and restoring landscapes across the HKH. With a focus at both local and landscape levels, the work under this Strategic Group builds understanding of the implications of rapid socio-economic, climate and environmental changes on mountain livelihoods, economies and ecosystems that are challenged by their remote, fragile, and hazard-prone settings. The SG also aims to scale viable nature-based solutions, incentives for biodiversity and landscape conservation and restoration, as well as human-wildlife co-existence. The SG investigates which combinations of solutions might work with the realities of large-scale male outmigration, rural-urban disconnectedness, feminisation of production, coupled with rapidly deteriorating environmental health in the HKH.

## Position overview

The Migration Analyst is an exciting position that provides an opportunity to support Action Area C's work on the most pressing socio-economic and climatic challenges of the region, including all forms of migration urbanization and migration linkages, and role of migration in climate change adaptation and sustainable urban planning. This is an excellent prospect to harness your expertise in social sciences and social methods of inquiry to better understand human mobility under changing socioeconomic and climatic conditions and their implication on urban planning and people's livelihoods.

As a part of the team in the 'Foresight and policy scenarios for adaptation in mountain economies' Intervention under the Action Area – Adapting and Transforming Livelihoods and Economies, the candidate will have the opportunity to work together with team looking into human mobility & migration and support foresight and scenarios work to address critical risks and opportunities in the HKH region and foster anticipatory adaptation. One of the major contributions to the initiative

would be to generate and evaluate how to support more equitable and just climate adaptation decisions for urban planning, housing, and related services of food, health, and social policy in the context of climate mobilities, and housing precarity in the HKH region.

The Migration Analyst will be based in ICIMOD Headquarters in Kathmandu, Nepal. S/he will be working closely with the initiative to support adaptation and transforming livelihoods in the HKH region. The position will support the Intervention Manager and will work under ICIMOD's Action Area C: Adapting and Transforming Livelihoods.

## Responsibilities

The Migration 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](#).

- Co-designing and executing research with stakeholders to generate robust evidence on migration, climate change, displacement and relocation, migration-urban planning linkages and sustainable development.
- Review relevant reports, policies, programmes, strategies, and literature to identify and prioritize key issues of policy and governance related to mobility, climate change, housing, urban planning, rural-urban linkages, transformative adaptation, and sustainable development in the HKH countries.
- Engage in dialogue with stakeholders, conduct stakeholder consultations and contribute to workshops to derive recommendations for strategies that can contribute to resilience building and innovations in rural and urban planning and policies.
- Plan and carryout fieldwork, collect lessons learned, and make recommendations on further implementation and customization.
- Lead and contribute to planning, and organizing events, workshops.
- Lead and contribute to high quality knowledge products, reports and policy briefs based on literature review, analysis of primary and secondary data, and workshops/events.

## Person Specification/Competencies

### Education and Experience

- Masters or PhD degree in in Development Studies, Sociology, Economics, or related areas/ subjects with at least three years of relevant work experience.
- Experience of 4-5 years with master's degree and at least 2 years with PhD of working on the issues migration, climate change adaptation and climate induced displacement. Experience of working in the mountain areas such as HKH desirable.
- A strong track record in publishing peer reviewed research and technical reports.
- Demonstrated understanding of political systems and economy, migration issues policymaking processes in the HKH countries in the field of migration, climate adaptation, and other areas that are relevant to ICIMOD.

- Proven experience in qualitative and quantitative research methods and tools for effective integration of social and governance dimensions in research-for-impact agendas.
- Prior experience in co-production of knowledge and collaborative approaches would be highly desirable.

## Skills and Competencies

- **Content knowledge:** Knowledge on climate change impacts and adaptation capacities, human mobility and migration, rural and urban planning, housing precarity/security under changing climate, and other socio-economic aspects.
- **Report writing:** Ability to contribute to the preparation and consolidation of reports, peer reviewed, and publications.
- **Management and coordination:** Ability to work independently in implementing ideas/projects but also having a strong collaboration skills.
- **Networking and stakeholder management:** Maintains existing networks with strategic institutions, and effectively communicate with stakeholders.
- **Result and impact orientation:** Proactively generates concrete results.
- **Teamwork and cooperation:** Ability to work smoothly and effectively with international, multi-disciplinary, and in intercultural teams to establish constructive ideas or solutions that meet the team objective.
- **Continuous improvement and innovation:** Ability to easily adapt to changing contexts, technologies and approaches, and when necessary, make improvements in own work area.
- **Impactful communication:** Demonstrates active listening skills and is able to explain and discuss complex ideas.

## Reporting and supervising

The Migration Analyst will report to the Intervention Manager. The candidate will also work in close collaboration with Action Area Adapting and transforming livelihoods and economies.

## 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. 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. Possibility of extension is 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 21,570/-** (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.

