

TERMS OF REFERENCE (ToR)

Intervention Manager: Leveraging Investment

Action Area: Global

Strategic Group: Regional Action and Global Advocacy

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 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, 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 developing these into business cases, (ii) playing a role in assisting 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 role in advocating for HKH priorities in global and regional policy and investment fora.

Position overview

The Intervention Manager will lead ICIMOD's work that aims to leverage and attract climate-resilient and green investment into the HKH. The role will require engaging with international funders, including the global climate and environment funds, regional and global finance institutions, multiple public and private-sector partners, including other knowledge partners working in this space. The role should also look beyond traditional sources of finance, towards private investment, whether through innovative public-private mechanisms, capacity building, or other approaches or instruments.

This role will require working across and capitalising on synergies with other areas of work within ICIMOD and with partners outside ICIMOD. It means leading what ICIMOD defines as the Intervention on Investment – part of which is funded under UK FCDO’s Himalayan Enabling Resilience Programme, funded under the high-profile Climate Action for a Resilient Asia (CARA) programme, which requires working across UNDP, as well as World Bank, ADB and the UK Met Office, who are also CARA partners.

Responsibilities

The *Intervention Manager* will be responsible for delivering results in line with our [Strategy 2030: Moving Mountains](#) and our [Medium-Term Action Plan V \(2023–2026\): Embracing Change and Accelerating Impact](#). S/he will also lead all elements of the Intervention located within the Action Area: Global.

This position will report to the Global Action Area Lead and will also work closely with the Strategic Group Head, as well as other Action Areas. The position will have the following specific responsibilities, which may be reviewed and updated as necessary.

Build on and develop our investment work through the [Mountains of Opportunity Investment Framework](#) initiative

1. Lead strategic discussions to design the methods and activities, to ensure the workstream is tailored to the needs of partners in the HKH region and is linking into ICIMOD’s Strategic Groups and Action Areas.
2. Lead the development of a multistakeholder platform, from its current early stage, which will involve strategic thinking, extensive collaboration, and the ability to identify and define how, through the right partnerships, ICIMOD can develop the platform to best effect. Identify how we can deploy this framework and a multistakeholder platform to better support the leveraging of investment opportunities in the HKH, and oversee all activity related to it.
3. Develop and foster partnerships and networks across the HKH to support the development of the platform, such as with key knowledge and finance partners.
4. In close collaboration with others and supported by a team, develop and coordinate the delivery of a programme of events and content in support of the platform.
5. Work with other Strategic Groups in ICIMOD to propose knowledge-based potential solutions to the challenges facing the HKH. Present these to our core stakeholders to facilitate future investments.
6. Alongside a small number of partner organisations and focusing on leveraging ICIMOD’s knowledge and network capabilities, co-lead the creation, from concept development to delivery, of investment opportunities for the region (likely two per year), to facilitate the leveraging of investment into the region.
7. Build global advocacy for additional investment in the HKH.

Thought leadership on green, inclusive and resilient investment opportunities

8. Provide thought leadership in ICIMOD on the topic of investment, especially in the context of the multiple new opportunities emerging globally, including innovative finance instruments, challenge funds and similar.
9. Lead ICIMOD's work to harness investment expertise to close the gap between solutions developed by knowledge organisations, such as ICIMOD, and investors who are seeking bankable business cases.

Leveraging climate finance for the HKH countries

10. Lead any relevant processes of accreditation to other global funds, building on ICIMOD's accreditation of the Adaptation Fund, and capitalise further on these opportunities.
11. Identify, conceptualise, formulate, and implement a bankable climate-finance related project portfolio. This will include developing proposals in collaboration with others in ICIMOD, and with ICIMOD partners, for the global climate and environment funds, or exploring new innovative finance opportunities, such as blended finance.

Managing the intervention

12. Hold accountability for this work, including the quality and timeliness of delivery against results stated in the 2023–26 Results Framework as well as the requirements of any other bilateral projects, such as HIREAP/CARA.
13. Be responsible for planning, budgeting and reporting of all activities within the Intervention, including to any bilateral donors.
14. Identify strategic partnerships, take these forward, and oversee the delivery of consultancies or contractual relationships related to the intervention in accordance with ICIMOD standard operating procedures.
15. Ensure inclusivity when designing activities to integrate gender equality and social inclusion (GESI).
16. Ensure that the Intervention has a critical mass of staff, has effective support from other relevant staff in ICIMOD, and encourages strategic links across ICIMOD and externally.

Person Specification/Competencies

[Experience, Knowledge, and Skills]

ESSENTIAL

- 10 years' experience, including at least 5 years of demonstrated experience in the field of climate and/or environment finance, including within public and private sectors.
- An advanced degree (Master's level) in a relevant field, e.g. finance, environmental economics, public administration, sustainable development or other relevant area.

- Experience with and/or exposure to recent developments in the climate change finance landscape, including the global climate and environment funds, public and private responses and developments, and the opportunities and challenges arising.
- Demonstrable programme management experience, especially in areas of green investment and climate finance.
- Knowledge of a range of innovative finance approaches, including nature and carbon markets, blended finance, understanding the range of mature, emerging and pilot instruments currently being used, or could potentially be used.
- Deep knowledge of and experience in adaptation/resilience/socio-economic/landscape investment needs within vulnerable areas, such as the HKH region.
- A good understanding of the international funding landscape and sources of finance for climate, environment and nature.
- Extensive experience of key players in the green investment and climate and nature finance space and understanding of partnering approaches.
- A strategic mindset with a results-driven, action-oriented approach with strong analytical skills and demonstrated ability to solve complex problems.
- Ability to convene, curate and run multi-stakeholder events.
- Excellent oral and written communication skills in English.
- Ability to work independently and as part of a team and navigate complexity and ambiguity.

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- Experience in green bonds, sustainability bonds, nature bonds.
- Relevant and quantifiable experience from within the private sector (for example of impact investment, SME acceleration/incubation).
- Experience of working within donor-funded projects, global funds, including working with results frameworks and log frames.
- A working proficiency in a second language.
- A good understanding of GESI- related issues, when it comes to investment.

Reporting and supervising

The *Intervention Manager* will report to the Action Area Lead and will also work in close collaboration with the Strategic Group Head: Regional Action and Global Advocacy and will need to engage closely with other Strategic Groups and Action Areas in ICIMOD.

Location

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

3 years, with a probation period of 6 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 40,121/- (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 15 July 2025 (11:59 PM Nepal Standard Time) through [ICIMOD Vacancy Application Portal](#).

Only shortlisted candidates will be notified