

Terms of Reference

Title	:	Gender Specialist (Water, Food, and Climate Change) – Project Position
Thematic Area	:	Livelihoods
Programme	:	River Basins

Background

The International Centre for Integrated Mountain Development (ICIMOD) is a regional intergovernmental learning and knowledge-sharing centre serving eight regional member countries in the Hindu Kush Himalaya (HKH)—Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan. Our aim is to influence policy and practice to meet environmental and livelihood challenges emerging in the HKH. To do this, we bring together researchers, practitioners, and policy makers from the region and around the globe to generate and share knowledge, support evidence-based decision-making, and encourage regional collaboration. ICIMOD delivers impact through its six Regional Programmes—Adaptation to Change, Transboundary Landscapes, River Basins, Cryosphere and Atmosphere, Mountain Environment Regional Information System, and Himalayan University Consortium. These Regional Programmes are supported by four Thematic Areas—Livelihoods, Ecosystem Services, Water and Air, and Geospatial Solutions and are underpinned by Knowledge Management and Communication (KMC). ICIMOD seeks to reduce poverty and vulnerability and improve the lives and livelihoods of mountain women and men, now and for the future.

The Livelihood Thematic Area focuses on promoting diversified and sustainable livelihood options in the HKH region and strengthening social dimensions within the work of ICIMOD and its partners. In order to enhance the social and development relevance of its work, ICIMOD’s Strategic Framework and Mid Term Action Plan III (2013–2017) have provided strong direction to promote trans-disciplinary work. The centre is looking for a highly qualified Gender, Water, and Adaptation Specialist who has substantive conceptual, theoretical knowledge and understanding of gender issues in water and climate change adaptation and social systems, along with sound knowledge and understanding of research approaches, methods, and social analytical tools, and experience in integrating social and gender dimensions and perspectives into natural and biological sciences research.

The Gender Specialist (Water, Food, and Climate Change) will dedicate her/his time to two Initiatives, the Koshi Basin Programme and Indus Basin Initiative, in the River Basin Programme of ICIMOD in line with the Sustainable Development Investment Portfolio (SDIP) II programme. The SDIP aims to increase water, food, and energy security in South Asia and to facilitate economic growth and improve livelihoods benefiting the poor and vulnerable, particularly women and girls. It is based on a twelve-year design implemented through four-year commitments. The objectives of SDIP II (2016–2020) include improved integrated management of water, energy, and food across two or

more countries—addressing gender and climate change. Thus, women and girls are the intended key beneficiaries of the SDIP as they are more vulnerable to the impacts of water scarcity and related energy and food insecurity.

The gender-integrated work will be guided by ICIMOD’s gender transformative approach to gender equality and its women’s empowerment strategy. Thus, gender integration will be aimed at to encourage women’s voices to be heard in decision-making and leadership circles to enhance their resilience in the context of a changing climate. The integration aims to contribute to Sustainable Development Goal (SDG) 5 on gender equality through SDG 17 on building partnerships.

The gender related work will be conducted through two approaches: (i) integration of gender concerns in planned activities and (ii) activities specifically focused on gender and inclusion.

Main Duties and Responsibilities

Under the overall supervision of the Theme Leader, Livelihoods and direct coordination with Senior Gender Specialist–Gender Lead, the Gender Specialist (Water, Food, and Climate Change) will be responsible for integrating gender perspectives, concepts, methodologies, and action plans into the SDIP II Initiatives—Koshi Basin Initiative and Indus Basin Initiative.

The Gender Specialist (Water, Food, and Climate Change) will perform the following functions:

- Provide overall input to implement gender-related work of SDIP in two river basins i.e., Koshi and Indus with the vision of outcome and impact.
- Work closely with team members of respective river basin programmes to facilitate gender networks and promote partnerships in achieving gender equality through activities planned in river basin programmes.
- Work towards designing and implementing gender-focused research and action research to explore gender, water, and the food energy nexus in the context of a changing climate.
- Develop and integrate gender sensitive research methodologies, tools and activities for the Koshi Basin and Indus Basin Programmes.
- Undertake field research and visits per the requirements of the programmes.
- Provide input for project and programme development and monitoring and evaluation in order to integrate gender analysis and outcomes.
- Support partners to include gender perspectives and dimensions in their work.
- Lead analysis and synthesis of research activities as well as policy advocacy and other relevant activities of SDIP on gender.
- Produce and support the production of high-quality knowledge products on the gender dimensions of the integrated management of water, energy, and food in the context of climate change and participate in advocacy initiatives.
- Participate in the review and annual planning process.
- Organize regional training events and workshops, and coordinate with partners.

- Organize, actively participate in, and provide input to internal ICIMOD meetings concerning gender issues, research, and activities.

Minimum Qualification

PhD in social sciences or related field (e.g, sociology, anthropology, development studies, gender and women's studies, geography, environmental studies), with subsequent work experience on gender and water issues in the HKH.

Competencies/skills

- **Knowledge:** Sound knowledge and understanding of gender and development concepts, theories, analytical tools, approaches, and frameworks. Good experience in presentation of data. Knowledge of gender issues and opportunities in the HKH or South Asia.
- **Research Skills:** Familiarity with interdisciplinary and transdisciplinary research approaches and qualitative and quantitative research methods. Excellent conceptual and strategic research design skills along with strong analytical skills.
- **Management and Coordination:** Strong planning and organizing skills. Strong commitment to ICIMOD's vision and mission and core values of equity/fairness, diversity, and empowerment of marginalized social groups.
- **Social/Team Competency:** Excellent interpersonal skills and proven ability to work effectively across multi-cultural and multi-disciplinary teams.
- **Impact Orientation:** Proven ability to think analytically and critically. Ability to translate ideas, insights, and learning into action by promoting synergy and cooperation among programme teams. Motivated to travel to remote areas of the HKH as required.
- **Communication Skills:** Excellent writing and verbal communication skills in English. Publications on gender and development issues in climate change, water, natural resources management, food security, and energy.

Experience

- At least three years, preferably five, of post-qualification experience in applying gender concepts, analysis, and approaches in development programmes, particularly in the fields of gender, water, and other natural resource management, climate change, food security, and rural livelihoods.
- Experience in the development and implementation of gender analysis and conceptual research frameworks in relation to gender-based research and policy initiatives.
- Experience in and knowledge of mountain development and gender issues preferably in the HKH.

Duty Station

The duty station is Kathmandu, with frequent travel to SDIP basins in India, Nepal, and Pakistan.

Starting Date

As soon as possible, the latest 1 January 2018

Duration

This is a project position for the Koshi Basin and Indus Basin Initiatives for two years with the possibility of an extension depending on performance and available funds. The first six months will be probationary.

Remuneration

Salaries and benefits at ICIMOD are competitive compared to other regional organizations; remuneration is commensurate with experience and qualifications.

Gender and Equity Policy

Qualified and eligible women candidates and those from disadvantaged backgrounds are highly encouraged to apply. ICIMOD implements a gender-equity policy and is supportive of working women. It operates a day care centre on campus and is committed to gender mainstreaming at the organizational and programmatic levels.

ICIMOD is committed to gender equity and has a strong interest in recruiting women.

Method of Application

Applicants are requested to apply online latest by **October 15, 2017** through ICIMOD's online application system.

Only shortlisted candidates will be notified.