

TERMS OF REFERENCE (ToR)

Gender Equality and Social Inclusion (GESI) Analyst

Action Area C: Adapting and Transforming Livelihoods and Economies

Strategic Group 2: Shaping Green and Resilient Mountain Economies

ToR

Position overview

ICIMOD is seeking a skilled candidate with expertise in gender and social inclusion (GESI) to actively contribute to our efforts in achieving gender-responsive and transformative results in the Hindu Kush Himalaya (HKH) region. The GESI Analyst will be responsible for incorporating and reflecting GESI principles in the interventions of Action Area C: Adapting and Transforming Livelihoods and Economies under Strategic Group 2 (SG 2): Shaping Green and Resilient Mountain Economies.

The ideal candidate should possess strong motivation, a results-oriented mindset, and a desire to create a positive impact. This is an exciting opportunity for someone who wants to support change in the lives of people and build their resilience.

Responsibilities

The GESI 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](#).

- **Integration:** Securing integration of GESI across our work and providing technical support to implement GESI-responsive and transformative measures and activities across the interventions in AAC. This will require establishing the right mechanisms to ensure proper inclusion and reflection of GESI dimensions in various plans and activities and on any commitments on ICIMOD's gender-transformative actions.
- **Training and capacity development:** Engage in the training and capacity development programmes on GESI for planning, budgeting, implementation, monitoring, and evaluation. You will be involved in activities that are evidence-based and meet the requirements of our GESI indicators and targets. This is to ensure continuous progress on GESI while being sensitive to the socio-economic, cultural, and political contexts of ICIMOD's regional member countries.
- **GESI-related monitoring, evaluation, and learning and knowledge management:**
 - Ensuring progress against key GESI indicators is tracked and reported effectively in SG 2
 - Documenting existing available knowledge, best practices, and data on GESI and identifying knowledge gaps
 - Collecting and promoting good practices and lessons learned, contributing to a collection of replicable good practices, and scaling at national to regional levels, whilst also supporting the improvement of methodologies and approaches to delivering GESI-responsive and transformative change

- Providing GESI-related inputs to any activities, knowledge products, programs, and others as required
- **Coordination and support for institutional GESI work:** Coordinating and supporting the GESI Lead and intervention teams in identifying and implementing GESI-focused institutional work and programmes promoting institutional goals. The GESI Analyst will also support the GESI team for institutional gender and social inclusion work.
- **Regional cooperation and collaboration:**
 - Contribute to strengthening collaboration with strategic partners and GESI-specific stakeholders in the HKH
 - Strengthening networks of mountain women, youths, and indigenous groups and connecting them with an institutionalised platform for knowledge and experience sharing, knowledge building from ICIMOD's commitment to establishing innovation exchange platforms across our region

Minimum qualifications and experience

ESSENTIAL

- Master's degree in social sciences or a related field (e.g., gender and women's studies, sociology, anthropology, development studies, and environmental studies) with three years of relevant experience
- Experienced and skilled in applying GESI concepts, analysis, and approaches in research and/or development programs, particularly in the fields of livelihoods, climate change, environment, and mountain economies
- Experience in qualitative and quantitative GESI research methods, field data collection, data analysis, and tools for GESI integration
- Experience working with a diverse range of stakeholders, i.e., local communities, governments, the private sector, etc
- Excellent writing and verbal communication skills in English
- Good skills in scientific writing (i.e., technical reports, journal articles, etc.) and preparing workshop reports
- Motivated and able to travel to remote areas of the HKH region whenever required

PREFERRED

- Experience working in an international organisation with people from a wide range of cultures and nationalities.
- Working knowledge of, or interest in learning, languages of the HKH region

Reporting and supervising

The GESI Analyst will report to the Action Area C Coordinator and work in close collaboration with the GESI Lead for technical guidance and in ensuring GESI integration across AAC interventions. The GESI Analyst will also contribute to various institutional GESI and safeguarding work under the supervision of the GESI Lead.

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 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. Remuneration is commensurate with experience and qualifications. Salaries and benefits at ICIMOD are competitive compared with other international organisations. We offer a comprehensive benefits package, which includes a provident fund, health insurance, severance pay, children's education grant, and paid leave (30 holidays and 10 public holidays per year).

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 removal 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, by our staff, representatives, or stakeholders is not condoned or tolerated.

Background to ICIMOD

The International Centre for Integrated Mountain Development (ICIMOD), based in Kathmandu, Nepal, is the leading institute for the study of the HKH. An intergovernmental knowledge and development organisation with a focus on climate and environmental risks, green economies, and sustainable collective action, we have worked in our eight regional member countries – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan – since our foundation.

Entering our 40th year, ICIMOD is perfectly positioned to support the transformative action required for the HKH to face the challenges of the escalating effects of climate change, pollution, water insecurity, increased disaster risk, biodiversity loss, and widespread socioeconomic changes. We seek to raise our ambition to support the required transformative action to step up our engagement through to 2030.

Method of application

Applicants are requested to apply online before October 11, 2023 (11:59 PM Nepal Standard Time) through [ICIMOD's online application system](#).

Only shortlisted candidates will be notified.