

# Terms of Reference

**Title:** Theme Leader, Water

**Action Area :** Water

## Background

The International Centre for Integrated Mountain Development (ICIMOD) is a regional intergovernmental learning and knowledge sharing centre serving the eight regional member countries of the **Hindu Kush Himalayas (HKH)** – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan. Mountains are important global ecosystems facing especially rapid socioeconomic and environmental changes, particularly the impacts of climate change. Our aim is to influence policy and practices to meet the associated challenges emerging in the HKH Region. To do this we bring together top researchers from the region and around the globe to generate and disseminate state-of-the-art knowledge in the physical and social sciences, including traditional knowledge, for evidence-based decision making; and we provide a neutral meeting point for transboundary research, knowledge sharing, and collaboration. Working to deliver impacts in five Regional Programmes across four Thematic Areas – Livelihoods; Ecosystem Services; Water; and Geospatial Solutions – supported by **integrated knowledge management**, we seek to improve the lives and livelihoods of mountain women and men, now and for the future.

**Water** is one of ICIMOD's four strategic Thematic Areas. ICIMOD fosters regional and transboundary dialogue to promote integrated water and land management and acts as a resource centre for information on water resources. The centre analyses the demand and future availability of water coming out of the mountains; water related hazards including floods and droughts; the potential impacts of climate and anthropogenic change; development of hydropower, and the role of hill and mountain irrigation in providing food security. The Thematic Area focuses on solutions at a variety of scales, from community to national policy level. It also addresses transboundary issues, especially within the water-food-energy nexus, including benefit sharing and building community resilience.

## Role of the Theme Leader, Water

The Theme Leader will be an expert in his or her field and will be responsible for leading research activities and guiding staff members in the Thematic Area, assuring quality results, integration with other Thematic Areas, and impacts in regional member countries. S/He is

expected to be familiar with the international development agenda and research, and to be aware of the strategic issues related to water resources, particularly in the HKH Region. The Theme Leader is also part of the organization's management team and must ensure the adequate representation of water issues within ICIMOD's programmes.

### Reporting and Supervising

The Theme Leader, Water reports to the Director Programme Operations on all aspects of Thematic Area leadership and coordination of the Water theme with ICIMOD's Regional Programmes. S/He reports to the Director General on all institutional matters. S/He supervises and mentors all staff of the Water Thematic Area and contributes to the management of regional action research and upscaling and mainstreaming of projects in the field of water resources and water management. The Theme Leader is responsible for generating and leading innovation initiatives in the area of water.

### Responsibilities and tasks

1. **Intellectual leadership and innovation:** Provide intellectual leadership on identified research priorities for strengthening the Water Thematic Area by identifying relevant sectors, formulating research questions, and leading research teams in specific action research and studies. Encourage and mentor team members to conduct research, document results, and write scientific articles for peer-reviewed journals and other publications. Lead innovation: Propose and manage innovative research on important emerging issues in the field of water. Ensure proper validation and dissemination of research outcomes to other ICIMOD programmes, the scientific community, policy and decision makers, and other stakeholders and partners.
2. **Human resource management:** Take leadership and responsibility for managing human resources in the Thematic Area, including team development and capacity building activities, mentoring staff members on thematic issues, and fostering an encouraging, positive, flexible, and professional working environment. Coordinate with the Regional Programme Managers and the ICIMOD Directorate in the allocation of budgets and human resources to the Regional Programmes, as well as in performance management of staff in the Thematic Area.
3. **Communication, collaboration, and partnership development:** Establish and maintain partnerships and constructive dialogue with stakeholders in the region and beyond (government officials, NGOs, research institutions, donors, etc.) for strategic collaboration to contribute to ICIMOD's work in promoting the mountain perspective and integrated mountain research and development in the HKH Region. Maintain an active dialogue with partners and policy makers, and contribute to bridging the gaps

between research, policy, and practice with a strong focus on impacts at multiple levels. Contribute to the capacity building of partners through the organization of workshops, training, and collaborative research.

4. **Fundraising and resource mobilization:** Lead and contribute to resource mobilization activities to secure programme implementation, e.g., write concept notes and proposals; develop and maintain dialogue with donors; promote ICIMOD research, development, and capacity building activities; and explore co-funding opportunities with regional member countries.
5. **Advocate transdisciplinary cooperation and teamwork within ICIMOD** by proactively coordinating with the Regional Programmes, supporting other Thematic Areas, and encouraging integration of ideas and disciplines within ICIMOD and among partners.

### Minimum Qualifications

All ICIMOD programmes are transdisciplinary, transboundary, and regional in nature. The Theme Leader shall have a good understanding of the transdisciplinary and regional dimensions of the Water Thematic Area as well as the positioning of its work in a global context. The minimum qualifications required for this position are:

- Ph.D. in water management and/or a related field of natural sciences;
- 10 years of work experience in natural resources management, especially water resources management, of which part preferably has been gained in the mountain regions of Asia;
- At least 5 years of experience in a leadership or management role, preferably in a multicultural and multidisciplinary environment within an intergovernmental organization, university, research institute, or think tank;
- Extensive experience in applied research related to water resources, with a solid track record of peer-reviewed publications and visible impacts on policy and development practice.

### Competencies

Excellent management/leadership skill and experience with multidisciplinary research teams; capacity for intellectual leadership and for working with colleagues and collaborators of different disciplines and national and cultural backgrounds

- Experience in strategic programme planning, monitoring, evaluation, and impact assessment
- Extensive experience and skills in preparing project proposals and progress reports for submission to ICIMOD sponsors

- Solid networking and stakeholder management skills required; demonstrated experience and success in fundraising and resource mobilization an advantage
- Excellent spoken communication and writing skills in English required; knowledge of a regional language an advantage

### **Duration**

An initial 3 years, with opportunities for continuation.

### **Starting Date**

As early as possible, preferably before 1 November 2012.

### **Remuneration**

Salaries and benefits of ICIMOD are competitive with those of 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 fair policy and is supportive of working women. It operates a Day-Care Centre at the campus and is committed to gender mainstreaming at the organisational and programmatic levels.

### **Method of application**

Applicants are requested to apply online before **19 August 2012** through [ICIMOD's online application system](#).

Only shortlisted candidates will be notified.