Terms of Reference

Title: Livelihood Specialist: Conservation and Development

Thematic Area: Livelihoods

Background

The [International Centre for Integrated Mountain Development (ICIMOD)](http://www.icimod.org/?q=abt&page=abt)is a regional intergovernmental learning and knowledge sharing centre serving the eight regional member countries of the [Hindu Kush Himalayan (HKH) region](http://www.icimod.org/?q=1137) – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan. Our aim is to influence policy and practices to meet environmental and livelihood challenges emerging in the HKH region. 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](http://www.icimod.org/?q=9117) of Adaptation to Change, Transboundary Landscapes, River Basins, Cryosphere and Atmosphere, Mountain Environment Regional Information System, and Himalayan University Consortium (emerging). These regional programmes are supported by the four [Thematic Areas](http://www.icimod.org/?q=9119) of Livelihoods, Ecosystem Services, Water and Air, and Geospatial Solutions and underpinned by Knowledge Management and Communication. ICIMOD seeks to reduce poverty and vulnerability and improve the lives and livelihoods of mountain women and men, now and for the future.

The [Livelihoods Thematic Area](http://www.icimod.org/?q=9126) focuses on promoting diversified and sustainable livelihood options in the Hindu Kush Himalayan region. It seeks to enhance understanding of the human-environment interface, rural-urban linkages, driving forces of change, and linkages between conservation and development. Value chain development of high-value products (HVPs) like non-timber forest products, honey, medicinal and aromatic plants, and horticulture products and non-farm activities including tourism and other services are key priority areas.

The Kailash Sacred Landscape Conservation and Development Initiative (KSLCDI) is an innovative effort under the Transboundary Landscapes Regional Programme being implemented in parts of China, India and Nepal. These countries have joined hands to help preserve the landscape‘s unique biological diversity, many ecosystem goods and services, and value-based cultural heritage while developing the livelihoods of the local communities of one of the most revered and sacred transboundary landscapes in the world.

ICIMOD seeks to promote natural resource-based livelihood options in high-altitude mountain regions of the HKH. To strengthen its existing capacity in this regard, ICIMOD is looking for an Expert with a sound understanding and experience in identifying, designing, and implementing natural resource-based livelihood options in transboundary landscapes of mountainous areas.

Responsibilities and tasks

The Livelihood Specialist will be responsible for the following tasks and responsibilities:

Analysing existing value chains (VC), markets, policies, programmes and socioeconomic drivers/factors that influence natural resource-based livelihood options in high-altitude mountain regions of the HKH.

Exploring and promoting natural resource based-livelihood options and opportunities for integrating conservation and development into value chain promotion.

Developing strategies and approaches for upgrading existing value chains and promoting socially inclusive and environmentally sensitive value chains for enhancing income and livelihoods of local communities.

Designing and implementing integrated livelihood options including the development of value chains of farm and non-farm products and services in pilot sites for increasing income, reducing vulnerabilities, and enhancing resilience of target groups by promoting good practices in collaboration with local and national partners.

Plan and organize training programmes and workshops on natural resource-based livelihood options, including high-value products (HVP) and value chain development, to build the capacity of relevant partners and key stakeholders to integrate farm and non-farm options.

Support to coordination and planning of partner activities and budget for HVP and tourism VC related activities under the KSLCDI.

Work as a member of the Livelihood Theme and provide support to KSLCDI in particular and to other initiatives of the Transboundary Landscapes programme as and when necessary.

Minimum Qualifications

Postgraduate degree, preferably PhD, in agribusiness, development studies, economics, or other related field.

At least 5 years of work experience in designing, managing/coordinating, and implementing livelihood promotion programmes and projects, preferably of which a part has been gained in the mountain regions of Asia.

Proven ability to identify, design, and implement pilots for innovative options particularly on natural resource-based products and upgrading strategies in value chains.

Proven expertise and experience with multi-stakeholder engagement and public-private partnerships in HVP VC promotion.

Ability to work in an interdisciplinary team in a regional context and to travel frequently in mountainous areas.

Competencies

Knowledge: Sound knowledge and understanding of livelihoods analysis and promotion at different levels including household and community, and ability to conceptualize different dimensions of conservation and development imperatives and operationalize them in the changing socioeconomic context of the HKH region. Sound skills in analysing policies and programmes focusing on conservation and development, drawing policy lessons and recommendations, and linking policy to action for livelihoods development.

Research skills: State-of-the-art knowledge of research on livelihoods analysis, value chains analysis, and development; a track record of relevant publications.

Management and coordination: Ability to plan, coordinate, and work in an interdisciplinary team across different programmes and projects.

Social/team competency: Ability to work smoothly across interdisciplinary teams with intercultural sensitivity and contribute towards establishing commitment among team members and partners.

Networking/stakeholder management: Ability to identify relevant partners, maintain existing relations, and build new linkages and effectively facilitate stakeholder processes on livelihoods development from farm and non-farm based products and services.

Results/impact orientation: Proactive approach within and outside the organization to generate concrete results on an output level; seek opportunities to transform output to outcome and impact.

Flexibility/innovation: Stay abreast with changing context of livelihood issues of HKH region and find ways to introduce innovative approaches in livelihoods promotion in transboundary landscapes and lead and advocate the development towards a continuous learning culture.

Report and proposal writing: Excellent analytical and writing skills and demonstrated ability to write reports and document good practices and impact stories.

Duration

3 years, of which the first six months are probation, with a possibility of extension subject to ICIMOD’s future funding levels.

Starting Date

As early as possible,

Remuneration

Salaries and benefits of ICIMOD are highly 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 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 16 April 2014 through [ICIMOD's Online Application System](http://www.icimod.org/cvmgmt).

Only shortlisted candidates will be notified.