**Terms of Reference**

**Title: Gender, Water and Adaptation specialist**

**Thematic Area: Livelihoods**

[The International Centre for Integrated Mountain Development (ICIMOD)](http://www.icimod.org/) 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 emerging environmental and livelihood challenges 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 – 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 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 [Livelihood Thematic Area](http://www.icimod.org/?q=9126) focuses on promoting diversified and sustainable livelihood options in the Hindu Kush Himalayan (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](http://www.icimod.org/resource/13169) 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 with substantive conceptual and theoretical knowledge and understanding of gender issues in water and climate change adaptation, 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, Water and Adaptation Specialist will substantially contribute (around 80% of the position) to the Himalayan Adaptation, Water and Resilience (HI-AWARE) Research Initiative. [HI-AWARE](http://www.icimod.org/?q=14597) is a four-year programme aimed at developing climate change adaptation approaches and increasing the resilience of the poorest and most vulnerable women, men, and children in the mountains and plains of the Hindu Kush Himalayan (HKH) region. The HI-AWARE consortium is conducting integrative research across scales on the biophysical, socioeconomic, gender, and governance drivers and conditions leading to vulnerability in order to understand climate change impacts and to identify critical moments for adaptation.

It will focus on the Indus, Ganges, and Brahmaputra river basins, where the impacts of climate change on the livelihoods of the poor are uncertain but likely to be severe. Adaptation policies and practices, based on robust evidence, are urgently required in these basins to increase the resilience of the poorest and most vulnerable populations and improve their livelihoods in a quickly changing climate.

**Responsibilities and tasks**

Under the overall supervision of the Livelihoods Theme Leader, and in direct coordination with SIF-Gender, the Gender, Water and Adaptation Specialist will be responsible for integrating gender perspectives, concepts, methodologies and action plans into research components. These research components aim at creating robust evidence and improved understanding of the potential of adaptation approaches and practices, with an explicit focus on gender and livelihoods, based on turning point analysis and socioeconomic cost-benefits analysis. Further, it intends to develop stakeholder-driven and gender inclusive adaptation pathways based on the up- and out-scaling of institutional and on-the-ground adaptation innovations that enhance the capacities of the poorest and most vulnerable to adapt to climate change, focusing on barriers and bridges to success as well as possible co-benefits.

The Specialist will perform the following functions:

**Research functions:**

* Develop and oversee the detailed research work-plan and budget for the implementation of the gender, water and adaptation research of the HI-AWARE Project
* Develop and integrate gender sensitive research methodologies for the above
* Undertake field research and visits
* Synthesize vulnerability and impact information collected by other members of the team and prepare final research reports
* Ensure coordination with partners on planned and ongoing adaptation activities
* Monitor and report on the work progress
* Support in producing high-quality knowledge products on the gender dimensions of climate vulnerabilities and adaptation

**Adaptation Assessment:**

* Identify potential adaptation solutions, including soft and hard measures and the costs and benefits of these (with assistance from the Gender Specialist, Climate Change Economist and the Adaptation and Vulnerability Specialist)
* Conduct multi-stakeholder consultations to identify and confirm all adaptation options, including their costs, benefits and risks
* Lead the prioritization of adaptation measures and options for the Project jointly with other partners of the project and the design team to provide a gender sensitive socioeconomic assessment of adaptation options
* Incorporate selected adaptation priorities into the project design and vulnerability mapping exercise, including institutional arrangements and budget

**Training and Capacity Development:**

* Support partners to include gender perspectives in their work
* Identify partners’ capacity building needs and design specific training programmes on gender, water and adaptation for the researchers in the project
* Identify gender sensitive indicators to monitor vulnerability reduction and sustainability of adaptation measures during project implementation
* Collect and synthesize good practices from other planned adaptation programmes in the implementing countries and feed them into knowledge networks
* Work with MSc and PhD students, mentor them on integration of gender dimensions and concerns in research and gender sensitive research methods, and design specific training and capacity building programmes for them

**Coordination:**

* Organize regional training events, workshops and coordinate with partners
* Organize, actively participate in and provide inputs to internal ICIMOD meetings concerning HI-AWARE activities
* Communicate and coordinate with the HI-AWARE consortium members’ focal points on Gender, Water and Adaptation

**Minimum Qualifications**

* PhD in Gender Studies, Development Studies, Social Science, or Anthropology, with a strong focus on climate change adaptation and water issues.
* Post graduate qualification, preferably with some years of work experience in applying gender concepts, analysis and approaches in development programmes, particularly in the field of gender, water and climate change with strong focus on adaptation issues;
* Excellent conceptual and strategic research design skills;
* Experience in qualitative and quantitative gender research methods as well as development and implementation of gender analysis and conceptual research frameworks;
* Experience using participatory research methods, with either publications or application of the analysis resulting from these research methods;
* Publications on gender and development issues in climate change, water, natural resources management;
* Experience working with rural communities in South Asia or the HKH region.

**Competencies**

* Strong research and analytical skills;
* Excellent  written and verbal communication skills in English;
* Strong planning and organizing skills;
* Sound knowledge of current debates and research agendas on water, climate and gender issues in South Asia, with special focus on river basins; willingness to undertake extensive and field based anthropological research work including long stay in rural locations
* Excellent interpersonal skills and proven ability to work effectively across multicultural and multidisciplinary teams;
* Good experience (at both field and policy level) and knowledge of gender issues and opportunities in the HKH;
* Proven ability to think analytically, critically and 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 region as required.

**Duty Station**

The duty station is Kathmandu; frequent travel and field work in the region will be required.

**Duration**

Three years, of which the first six months is probation.

**Starting Date**

As early as possible, preferably by 31 March 2015.

**Remuneration**

Salary and benefits of 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 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 **12 February 2015** through [ICIMOD's Online Application System](http://www.icimod.org/cvmgmt).

Only shortlisted candidates will be notified.