

Terms of reference

Title: Cryosphere Specialist

Action Area A: Managing Cryosphere and Water Risks

Strategic Group 1: Reducing Environmental and Climate Risks

Position overview

We are looking for someone who wants to make a significant impact on our understanding of the cryosphere and the increasing risks due to changes in the cryosphere across the Hindu Kush Himalayan (HKH) region. The applicant should be motivated to investigate the changing cryosphere and its potential impacts on people, livelihoods, infrastructure, and ecosystems across the HKH.

This position suits a specialist who is passionate about the cryosphere, is results driven, and holds experience in the monitoring and risk analysis of cryosphere change, including permafrost changes and related impacts. The role will involve working closely with and building capacity among HKH institutions to monitor, analyse, and most specifically communicate the risks of cryosphere change to policy and decision makers.

This will be an exciting period at ICIMOD replete with opportunity on all matters concerning the cryosphere, including supporting the delivery of ambitious new results commitments for the organisation on cryosphere and permafrost change. Besides glaciers, we are broadening our scope to include the study of permafrost and snow cover changes and their effects. This will involve building capabilities across the HKH in the cryosphere, as well as knowledge exchange in the region and beyond, to develop a better understanding on risks arising from permafrost change and their impacts on society and downstream communities, mountain investments, and ecosystems in the HKH.

Responsibilities and tasks

The Cryosphere Specialist will be responsible for supporting ICIMOD in achieving its goals as outlined in the Medium-Term Action Plan V (2023–2026). The specialist will be housed within Action Area A: Managing Cryosphere and Water Risks, under Strategic Group 1: Reducing Climate and Environmental Risks. The Cryosphere Specialist will be responsible for the following:

- Support the delivery and achievement of Action Area A's MTAP V targets related to our work on a changing cryosphere. This may include the following activities:
 - Build skills and capabilities in monitoring, analysis, and risk communication related to cryosphere. This may include developing a long-term strategy for stimulating action on and building understanding of the risks of cryosphere and permafrost change to development and investment in the HKH, as well as integrating how HKH countries can improve monitoring (through remote sensing, in-situ monitoring, and modelling) and analytical and risk communication techniques.

- Strengthen regional coordination and collaboration on cryosphere issues through enhanced international, regional, and national policy engagement, including the better coordination of institutions and experts working across the HKH on the cryosphere and permafrost and supporting region-wide syntheses and communication of changes and their implications.
 - Lead interdisciplinary research (along with key partners in the region and staff members of ICIMOD) to develop a better understanding of permafrost distribution in the region and its role in the water cycle, ecosystems, and society and the implications of permafrost change on upstream and downstream mountain development.
 - Conduct gaps and needs assessments together with others working on these issues in the HKH for the implementation of a long-term permafrost strategy, and develop a capacity-building plan for key stakeholders of HKH countries.
 - Supervise, coach, and train younger staff working on the cryosphere in their research and support team building.
 - Design regional and national training courses, and participate in various regional and international outreach and engagement forums.
- Contribute to thought leadership and expertise around the cryosphere within ICIMOD and across the HKH region.
 - Network with regional and international organisations, be part of professional bodies, and represent ICIMOD and the HKH region at external events.
 - Prepare high-quality and applied knowledge and communication products (including research reports and publications), which must also include communication products suitable for non-specialists (e.g. policy and decision makers).

Minimum qualifications and requirements

- A PhD in Earth science, geography, atmospheric science, or a related subject with at least three years of relevant work experience is required. A master's degree in combination with five years of qualifying experience may be accepted in lieu of the advanced university degree.
- An excellent background in different aspects of the cryosphere with a focus on permafrost
- A proven track record of working in an international environment and collaborating with international partners
- Experience working in either science-policy/decision making or the science-practice interface with respect to cryosphere issues and their implications on society and development
- Excellent coordination, interpersonal, and collaborative skills for deepening engagement across partner institutions working on the cryosphere in the HKH
- Experience in supervising and/or mentoring junior staff
- Strong track record in developing and using novel techniques in monitoring, interpretation, analysis, and risk analysis concerning the cryosphere
- Excellent science communicator with very strong outreach and engagement skills

- Strong record of working in high mountain environments, either through fieldwork and/or application of remote-sensing techniques or other research

Desirable

- Experience working in the HKH region
- Experience of policy and/or decision-making processes relating to the cryosphere

Competencies and skills

- **Technical knowhow:** Possesses excellent knowledge of tools, applications, and programming languages for the analysis of cryosphere data, field monitoring, remote sensing-based monitoring, and risks
- **Cross-cultural impact:** Effectively manages the complexity of working in a multicultural environment by integrating best practices from different cultures in workplace relationships
- **Result and impact orientation:** Helps the organisation achieve its strategic short- and long-term goals leading to increased outcome and impact
- **Teamwork and cooperation:** Provides information to and shares resources with other units; leads teams comprising people with different skill sets at various institutional levels through collaborative decision-making processes
- **Networking and stakeholder management:** Identifies relevant stakeholders and partners and engages with them at the strategic level
- **Continuous improvement and innovation:** Takes an innovative approach to implementing new technology to inform ideas and working methods, and is focused on continuous improvement
- **Strategic thinking:** Evaluates issues from a multifunctional perspectives to formulate plans and strategies to achieve long-term goals
- **Market awareness:** Seeks market opportunities for new developments and proactively responds to market challenges
- **Behavioural flexibility and managing change:** Adapts to change and adjusts to new circumstances while helping others do the same

Duration

Three years, with a probation period of six months, starting as early as possible. There is a possibility of extension subject to performance and ICIMOD's future funding levels.

Remuneration

Salaries and benefits at ICIMOD are competitive with other international organisations. We offer a comprehensive benefits package, which includes provident fund, health insurance, severance pay, children's education allowance, and paid leave. For expatriates there is tax exemption in Nepal; they are responsible for home country tax payments as applicable. Expatriate staff are also entitled to home leave ticket, as well as a removal and installation allowance.

Remuneration is competitive and commensurate with experience and qualifications.

Duty station

You will be based at ICIMOD's head office in Kathmandu, Nepal, working in a cross-cultural, impact-oriented environment. Frequent 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 routes, white water rafting, and safaris, combined with a rich culture and charming yet lively nightlife.

Frequent travel and fieldwork will be required.

Gender and equity policy

Qualified and eligible women candidates and those from disadvantaged backgrounds are highly encouraged to apply. ICIMOD upholds a gender equity policy and is supportive of women professionals. It operates a day-care centre at the campus and is committed to the integration of gender equity at organisational and programmatic levels.

Reporting lines

The Cryosphere Specialist will report to the Manager of the Cryosphere Intervention. The specialist will also work in close collaboration with other staff in Action Area A and the other five other action areas, where relevant.

Method of application

Applicants are requested to apply before **May 29, 2023 (11:59 PM Nepal Standard Time)** via email to hrod@icimod.org including your updated CV and cover letter. In your email subject line, mention the position you are applying for (i.e., "Application for the position of Cryosphere Specialist").

Only shortlisted candidates will be notified.

About ICIMOD

We are [ICIMOD](https://www.icimod.org/) – a unique regional intergovernmental learning and knowledge centre based in Kathmandu, Nepal. We are a dynamic diverse group of people focused on our work towards a shared vision of a greener, more inclusive, and climate-resilient HKH. We work on behalf of our eight regional member countries: Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan.

We aim to influence policy and practice by bringing researchers, practitioners, and policymakers together to identify better ways of helping the people and communities of the HKH meet the increasing climate and environmental challenges while encouraging regional cooperation and collaboration for more sustainable mountain development.

We have just developed a new [Strategy](#) (2023–2030), which will frame the next two Medium-Term Action Plans – [MTAP V](#) (2023–2026) and MTAP VI (2027–2030). We are committed to helping build a greener, more inclusive, climate-resilient HKH and are eager to engage talented new colleagues from across the region and the world.