Terms of Reference

Title: Livelihood Specialist: Innovative Livelihood Options

Thematic Area: Livelihoods

Background

[The International Centre for Integrated Mountain Development (ICIMOD)](http://www.icimod.org/?q=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 [Livelihood Thematic Area](http://www.icimod.org/?q=9126) focuses on promoting diversified and sustainable livelihood options in the Hindu Kush Himalayan region. As traditional subsistence livelihood options in the Hindu Kush Himalaya region are dwindling, ICIMOD seeks to promote innovative livelihood options through better market access, business promotion, and enterprise development to improve livelihood mountain people. ICIMOD is looking for an expert who has sound understanding of rural business and micro enterprise development and practical experiences in piloting and testing new ideas and innovative options with multiple stakeholders. The incumbent will work as a member of Livelihood team and will provide support to regional programmes and initiatives on livelihood issues.

Responsibilities and tasks

Under the overall supervision and guidance of Livelihood Theme Leader and in close collaboration with the Livelihood team and regional programmes, the Livelihood Specialist will be responsible for the following tasks:

Explore and identify new farm and non-farm based livelihood options and business opportunities for farm and non-farm based products and services that support socioeconomically viable and climate resilient livelihood options

Support piloting of innovative ideas (e.g., market linkages, agribusiness, value chain development etc.) and action research for livelihood promotion with partners and explore and identify options for up-scaling tested and promising ideas through engaging multiple stakeholders such as the private sector, NGOs, and government, public-private partnerships, community organizations, etc.

Analyse demand and market trends of rural products and services and feasibilities for businesses and enterprise development and develop strategies and plans with partners for developing small business and enterprises in HKH region

Initiate and strengthen work on innovative institutional arrangements (e.g., policies, public-private partnerships, rural finance; community-based enterprise development ) that support livelihood improvement under rapid socioeconomic and environmental change in the HKH region

Explore opportunities for applying ICT in rural livelihood promotion particularly in rural business and enterprise development and take a proactive role in promoting the use of ICT and services where beneficial, in particular for facilitating access to market, weather, and environmental information and sharing good practices

Document, analyse, and exchange knowledge and good practices on successful examples of innovative mountain livelihood options

Support building/strengthening the capacities of women, men, and youth on micro and small enterprises with particular focus on innovation, market access, access to finance; develop and coordinate entrepreneurship trainings for rural youth

Contribute to the development of the Livelihoods Theme’s strategic plan by identifying potential long-term livelihood strategies and building on current programmes and projects

Minimum Qualifications

Advanced university degree in social sciences, i.e. Development Studies, Economics, Sociology, Rural Development, Human Geography, or related discipline.

At least 5 years of work experience in livelihood promotion in rural areas, preferably of which a part has been gained in the mountain regions of Asia.

Sound knowledge and practical experience in designing and implementing livelihood programmes and projects with a focus on adaptation to climate and global change.

Experience and skills in designing and piloting projects using participatory action research on livelihood issues addressing market access, business promotion, and enterprise development.

Knowledge and practical experience in applying information and communications technology in livelihood promotion and rural business development will be an advantage.

Competencies

Knowledge: Sound knowledge and understanding of rural economy and livelihood issues and options. Knowledge and experience in small business and enterprise development in rural areas.

Research: Experience and skills in designing and piloting livelihood options using participatory action research.

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

Networking/stakeholder management: Ability to work with diverse stakeholders such as community-based organizations, NGOs, private sector actors, and the government.

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

Team work: Demonstrated capacity to work in teams with colleagues and collaborators of different disciplines, organizations, and socio-cultural backgrounds.

Flexibility/innovation: Ability to stay abreast with changing context of livelihood issues of HKH region and find ways to introduce innovative approaches; encourage others to come with new ideas; and actively support the development of a continuous learning culture.

Report and proposal writing: Excellent analytical and writing skills and demonstrated ability to write reports and publish findings in peer-reviewed journals.

Duty Station

The duty station is Kathmandu; frequent travelling in the region may be required.

Duration

Initially for three years, of which the first six months on probation, with possibility of extension depending upon subject to ICIMOD’s future funding levels.

Starting Date

Starting date is as early as possible.

Remuneration

Salaries and benefits of ICIMOD are competitive compared to those of other regional organizations; remuneration will be commensurate with experience and qualification.

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 9 April 2014 through [ICIMOD's Online Application System](http://www.icimod.org/cvmgmt).

Only shortlisted candidates will be notified.