

ICIMOD

**SENIOR
CRYOSPHERE SPECIALIST**

Managing Cryosphere and
Water Risks



The role

ROLE **Senior Cryosphere Specialist**

LOCATION **Kathmandu, Nepal**
Frequent travel in the HKH region will be required

SALARY **Competitive**

Position Overview

We are seeking a highly experienced and accomplished individual for the role of Senior Cryosphere Specialist. This role works under our Action Area on Managing Cryosphere and Water Risks in Strategic Group 1- Reducing climate and environmental risks. This position offers a unique opportunity to make a substantial impact to addressing the escalating risks associated with cryosphere change across the Hindu Kush Himalayan (HKH) region. The ideal candidate should possess exceptional motivation and expertise to lead and coordinate ICIMOD's work on the cryosphere and build wider understanding of responses to the implications of cryosphere change for water and energy resources, infrastructure, ecosystems, and livelihoods across the HKH.

As a Senior Cryosphere Specialist, you should possess a strong track record of carrying out scientific research, building analytical and risk assessment tools and techniques in this area, and communicating science, demonstrating a profound passion for all elements of the cryosphere (glaciers, snow and permafrost). You will possess excellent representational and networking skills, and have a strong track record managing research, monitoring and analytical projects. You will be a skilled leader and communicator, managing in-house teams and coordinating partners, located within HKH and international institutions. You will also play a pivotal role in capacity development of both ICIMOD staff and key partners in relevant aspects of the cryosphere. Most importantly, you will play a key role in fostering knowledge exchange within and beyond the region, convening key HKH stakeholders, and communicating the implications of risks associated with cryosphere change to regional and international policy and decision-makers.

This is an exciting phase at ICIMOD, rich with possibilities in supporting the institute and its partners to achieve ambitious new results in the realm of the HKH cryosphere.



Responsibilities and tasks

The Senior Cryosphere Specialist will be responsible for delivering on results and commitments made in our [Strategy 2030: Moving Mountains](#) and [Medium-Term Action Plan V \(2023–2026\): Embracing Change and Accelerating Impact \(MTAP V\)](#).

Provide guidance and facilitate the delivery and attainment of ICIMOD's targets on cryosphere and related risks in the HKH. This will include the following activities:

- Through best-practice methods and techniques in cryospheric science, make significant contributions to the regional and global dialogue on issues facing the cryosphere.

In line with ICIMOD's MTAP V results targets, formulate a strategy for how ICIMOD can improve understanding of cryosphere risks in the HKH region and globally, and how to mobilise effective action.

- Investigate the role of the changing cryosphere in water resources, ecosystems, and society, as well as the implications of cryosphere change on mountain livelihoods and economies. This will include bringing together and synthesising new and existing evidence from the HKH and conducting comprehensive gap and needs assessments in conjunction with other stakeholders to determine where investigative efforts should lie.
- Spearhead the development and enhancement of skills and capacities in cryosphere monitoring, analysis, and risk communication within HKH institutions. This could include enhancing monitoring capacities in a wide range of techniques including remote sensing, in-situ monitoring, and modelling.

- Develop analytical techniques and effective risk communication methods, tools, and approaches that will enable decision-makers to gain a better understanding of the risks of cryosphere change to people living in and downstream of the HKH, to ecosystems, development and investment.
- Building on recently convened Science Policy Dialogues on HKH cryosphere and proposals, establish a Thematic Working Group on cryosphere under a new institutional mechanism for the HKH, with a view to building more effective policy and investment responses.
- Foster improved coordination and collaboration among institutions and experts working across the HKH region on cryosphere to enhance cross-regional learning and insight.
- Engage actively in various regional and international policy and outreach fora to ensure that HKH cryosphere issues are integrated into key relevant discussions and decisions, such as the UNFCCC key negotiating tracks.
- Contribute to developing project proposals to support delivery of ICIMOD's Strategy 2030 and MTAP V commitments in the field of cryosphere.
- Support project management, keeping track of progress, monitoring, and reporting, and oversee, mentor, and provide guidance to staff members engaged in cryosphere research, fostering their professional growth, and supporting team-building efforts.

- Establish and nurture networks with regional and international organisations, actively engaging in professional bodies and representing ICIMOD and the HKH region at external events.
- Prepare high-quality and applied knowledge and communication products, including through digital communication, research reports and publications and present regularly in different fora. Ensure communication products are tailored for diverse audiences, including non-specialists such as policy and decision-makers.
- You will also play a vital part in driving strategic initiatives, fostering collaboration, and expanding the knowledge base surrounding the cryosphere within ICIMOD and throughout the HKH region.



Minimum qualifications and experience

ESSENTIAL

- PhD degree in earth science, geography, mountain hydrology, mountain meteorology, or other related subject, with at least 5–10 years of relevant work experience including experience in a supervisory role
- A proven track record of working in high-altitude environments, either through fieldwork and/or use of remote sensing techniques
- A strong understanding of and experience in policy and practice environments as they pertain to cryosphere issues, including experience working in either science–policy processes or the science–practice interface related to cryosphere issues and implications on society and development
- A track record of innovative research and application of research findings within this area, including developing synthesised knowledge products for high-level audiences
- Excellent communication, outreach and engagement skills as well as excellent inter-personal and team management capacities
- A track record of using novel techniques in monitoring, interpretation, and analysis of the cryosphere, including some experience in cryohydrological modelling and remote sensing data analysis that can be used to investigate the impacts of cryosphere change in society and development
- Experience of working in an international environment and collaborating with international partners as well as excellent proven coordination and collaboration skills
- Strong experience in complex project management including planning monitoring and progress reporting
- Excellent links within a wide global and regional network related to cryosphere and risk
- Experience in cryosphere-related hazards, including avalanches, permafrost thaw, GLOFs etc

PREFERRED

- Experience in the HKH region





REPORTING AND SUPERVISING

The Senior Cryosphere Specialist will report to the Coordinator of Action Area A (Managing Cryosphere and Water Risks) and will work in close collaboration with other Action Areas, Strategic Groups, and units, where relevant.

LOCATION

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

DURATION

Three years, with a probation period of six months, with the possibility of extension subject to performance and ICIMOD's future funding levels.

REMUNERATION

This is an international position at ICIMOD. Remuneration is commensurate with experience and qualifications. Salaries and benefits at ICIMOD are competitive compared with other international organisations. We offer a comprehensive benefits package, which includes a provident fund, health insurance, severance pay, children's education grant, and paid leave (30 days' holiday and 10 public holidays per year). For expatriates, there is a tax exemption in

Nepal; they are responsible for their home country's tax payments. Expatriate staff are entitled to housing allowance, annual home leave ticket, shipment of personal effects, and an installation and removal allowance.

ICIMOD'S CORE VALUES

These values are an expression of our culture and are central to the guiding beliefs and principles of our work and behaviour. Our core values lie at the heart of ICIMOD's operations and delivery. They underpin everything we do and frame how we work with our partners. They reflect our founding intentions and the balances we seek to hold, while equipping ourselves for the future. These core values are integrity, neutrality, relevance, inclusiveness, openness, and ambition.

DIVERSITY, EQUITY, INCLUSION, AND SAFEGUARDING

ICIMOD's human resource selection process is based on the qualifications and competence of the applicants. As an employer, ICIMOD is committed to promoting diversity, equity, and inclusion, and offers equal opportunities to applicants from all backgrounds and walks of life, including but not limited to gender, age, national origin, religion, race, caste, ethnicity, sexual orientation, disability, or social status. ICIMOD strongly encourages applications from all eligible applicants, especially women, from all parts of the HKH region.

ICIMOD is dedicated to upholding a safe and nurturing work environment, where all its employees can participate fully and meaningfully without fear of violence, harassment, exploitation, or intimidation. Any type of abuse or harassment, including sexual misconduct, by our staff, representatives, or stakeholders, is not condoned or tolerated.

METHOD OF APPLICATION

Applicants are requested to apply online before

Date: 19 March 2024

Time: 11:59 PM Nepal Standard Time

Apply through ICIMOD Vacancy Application Portal.

<https://apply.icimod.org/>

Only shortlisted candidates will be notified.

ABOUT ICIMOD

The International Centre for Integrated Mountain Development (ICIMOD), based in Kathmandu, Nepal, is the leading institute for the study of the HKH. An intergovernmental knowledge and development organisation with a focus on climate and environmental risks, green economies, and sustainable collective action, we have worked in our eight regional member countries – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan – since our foundation.

Entering our 40th year, ICIMOD is perfectly positioned to support the transformative action required for the HKH to face the challenges of the escalating effects of climate change, pollution, water insecurity, increased disaster risk, biodiversity loss, and widespread socioeconomic changes. We seek to raise our ambition to support the required transformative action to step up our engagement through to 2030.

