

Together we can beat poverty for good. Will you join us?

CLIMATE AND HYDROLOGICAL ANALYST

CLIMATE JUSTICE AND NATURAL RESOURCE RIGHTS TEAM

Closing date: - Midnight (GMT), Date

Telephone Interviews - TBC

Interview date: - TBC

Vacancy reference: - INT7579

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom Oxfam GB engages. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work within the safeguarding policies of the organisation.

All offers of employment will be subject to satisfactory references and appropriate screening checks, which can include criminal records and terrorism finance checks. Oxfam GB also participates in the Inter Agency Misconduct Disclosure Scheme. In line with this Scheme, we will request information from job applicants' previous employers about any findings of sexual exploitation, sexual abuse and/or sexual harassment during employment, or incidents under investigation when the applicant left employment. By submitting an application, the job applicant confirms his/her understanding of these recruitment procedures.

We are committed to ensuring diversity and gender equality within our organisation and encourage applicants from diverse backgrounds to apply.



Shaping a stronger Oxfam for people living in poverty.

ABOUT OXFAM

Oxfam is a global community who believe poverty isn't inevitable. It's an injustice that can be overcome. We are shop volunteers, women's right activists, marathon runners, aid workers, coffee farmers, street fundraisers, goat herders, policy experts, campaigners, water engineers and more. And we won't stop until everyone can live life without poverty for good.

Oxfam GB is a member of the international confederation [Oxfam](#).

OUR TEAM

Climate Justice and Natural Resource Rights is a portfolio of Oxfam in Bangladesh to enable vulnerable people from all genders including youth to have reduced loss and damage from climate change impacts and increased benefit from common pool ecosystem goods and services, though more power and leadership at community level. The team works with a rights-based approach towards natural management, climate finance and climate resilience. It includes a range of expertise and complementary functions of technical specialists, activists and managers.

Climate and Hydrological Analyst/ Project Coordinator will lead the Climate Risk Insurance components (supported by UN-WFP and KOICA), also known as CRI.

JOB PURPOSE

The Climate and Hydrological Analyst will focus on the following outcome areas of the Climate Justice and Natural Resource Rights portfolio:

1. Replicable models of climate finance developed through analysis of climate and hydrological data
2. Negotiating capital built for climate vulnerable communities to claim a just compensation and support system to cover climate change or hydrological hazard induced loss and damage

The overall responsibility of the role is to manage a programme, climate finance sub-unit of Climate Justice and Natural Resource Rights portfolios and lead on influencing policy or strategy development process related with climate finance and risk transfer mechanisms like insurances.

The position will also ensure climate data justice and evidence generation through partnerships and collaborations to ensure rights of the most vulnerable and marginalized communities of Bangladesh.


This includes partnership management with data service consultants, field implementation partners and sectoral stakeholders (Insurance companies, Data agencies, the Government and practitioners) as well as analyse risks of natural hazards and associated loss and damage for developing viable insurance products and solutions. Besides, the position will lead evidence-based advocacy to promote climate risk insurance and other means for climate finance and provide technical support to partners as well as overall project management of CRI at Oxfam's end.

WHAT ARE WE LOOKING FOR?

We are looking for climate and hydrological data genius who can source data via various means ranging from earth observation and big-data down to crowd sourced or secondary public data sets and analyse them to identify trends and predict future scenarios based on the available evidence. Tagging along with the economists and finance professionals, the position holder needs to be able to identify or validate climate finance solutions like insurances, payment for ecosystem services and other innovative financial products.

The position holder needs to have basic project management knowledge and some experience of implementing projects and openness to learn more.

CORE DETAILS

Location:	Primarily Dhaka with the need to travel across Bangladesh when required. Work from home modality may apply if presence in the office is not essential for the nature of work or for health and wellbeing reasons.		
Salary:	BDT. 10,56,451 gross per annum (13 months) with other benefits e.g. medical for spouse and children, contributory Provident fund, gratuity, leave & Insurance etc.		
Internal Grade:	D1		
Division	Oxfam in Bangladesh	Job Family:	Programme
Contract type:	Fixed Term Agreement		
Hours of work:	 37.5 hours per week. This is a full-time role; however, Oxfam offers various flexible arrangements which candidates can discuss with the Recruiting Manager at interview stage		
This role reports to:	Head of Climate Justice and Natural Resource Rights		
Staff reporting to this post:	Direct: Project Officer – Climate Finance; Matrix relations: Head of Economic Inclusion and Justice, Communications Manager, Programme Quality Specialist – Climate and Humanitarian – at Oxfam in Bangladesh. Indirect management of partner focal points and teams (4 partners)		
Annual budget for the post:	USD 300,000 – 500,000		
Key relationships/interactions:	World Food Programme, International Research Institute – Columbia University, Insurance Companies in Bangladesh, data service providers, local implementation partners, portfolio heads of Oxfam in Bangladesh		

Screening checks:	All successful candidates will be screened through Refinitiv World-Check One to comply with counter terrorism and financial sanctions regulations.
References:	Should you be successful and not already employed by Oxfam GB, we will require minimum of two references covering five years of employment history.
DBS checks (for roles based in the UK):	Not applicable

KEY RESPONSIBILITIES

Management (30%)

- Leading the management of Climate Risk Insurance projects
- Project cycle management (all stages of design and implementation in both financial and technical aspects) ensuring achievement of objectives and delivery on time
- Progress reporting for projects using information from various sources including the partners
- Keeping Oxfam online project and grant management portals up to date for the relevant projects and keeping senior management informed
- Oversight of financial management of the relevant projects
- Ensuring safe and inclusive project management
- Periodic review of risks and ensuring risk management actions
- Working with Programme Quality and Knowledge Management Team for periodic programme quality review, monitoring-evaluation-learning, and partnership health check.

Technical (40%)

- Complex climate and hydrological data sourcing and analysis to assess risk of potential natural hazards, i.e. floods, cyclones, erosion, heavy rainfall, cold & heat spells etc or their impact afterwards
- Collecting and analysing loss and damage data, especially for the agricultural and fisheries sectors as well as other types of loss from natural hazards and climate variabilities
- Developing replicable models of climate finance, including climate risk insurances
- Evidence based advocacy to enable more robust and just climate finance
- Advisory support to partners and Oxfam team

Influencing and partnership (20%)

- Representing Oxfam with a justice and equity approach in the platforms related with climate finance (including insurances) and disaster risk reduction


- Ensuring public narrative in media and cyberspaces covers the environmental justice paradigm and voices of most marginalized communities are highlighted
- Developing and sustaining partnership with different stakeholders including youth, activists, scientists, civil society organizations, business sectors and the government of Bangladesh, from grassroots to the national and international levels, including facilitating a community of practice of Climate Risk Insurance.
- Promoting women and youth leadership for climate justice and innovation in climate finance

People Management (10%)


- Enabling team members (especially those under direct line management) through coaching, capacity building and mutual accountability.
- Matrix relationship management with 5-10 partner staff members and 4-5 Oxfam staff members

Your commitment to Oxfam

- Required to adhere to Oxfam's principles and values and feminist principles, as well as the promotion of gender justice and women's rights
- Understanding of and commitment to adhere to equity, diversity, gender, child safety and staff health and wellbeing principles
- Promote human rights, protect the environment and oppose criminal or unethical activities

PERSON SPECIFICATION		How this will be assessed? ¹			
 Note to candidates: Shortlisted candidates will be assessed on our organisational values and attributes at the interview stage. The successful candidate(s) will be expected to adhere to our code of conduct. We encourage candidates to read and understand our code of conduct here .		Shortlisting	Interview	Presentation	Written test
Key Organisational Attributes					
Ability to demonstrate sensitivity to cultural differences and gender issues, as well as the commitment to equal opportunities.			x		
Ability to demonstrate an openness and willingness to learn about the application of gender/gender mainstreaming, women's rights, and diversity for all aspects of development work.			x		
Commitment to undertake Oxfam's safeguarding training and adherence of relevant policies to ensure all people who come into contact with Oxfam are as safe as possible			x		
Organisational Values					
Accountability – Our purpose-driven, results-focused approach means we take responsibility for our actions and hold ourselves accountable. We believe that others should also be held accountable for their actions			x		
Empowerment – Our approach means that everyone involved with Oxfam, from our staff and supporters to people living in poverty, should feel they can make change happen			x		
Inclusiveness – We are open to everyone and embrace diversity. We believe everyone has a contribution to make, regardless of visible and invisible differences			x		
<u>Oxfam Leadership Competencies</u>					
Agility, Complexity, and Ambiguity			x	x	
Systems Thinking				x	x
Influencing			x		

¹ Whilst we make every effort to indicate how the candidates will be assessed against a criterion, this is subject to change and may be influenced by the quality of applications.

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Essential - Experience, Knowledge, Qualifications & Competencies					
Graduate level degree in earth and environmental sciences or climate and hydrology related data sciences		x			
Demonstrated knowledge earth systems, especially climate and hydrological systems and climate finance mechanism			x	x	x
Experience of project management		x			
Understanding of national and international policies and practices related with climate finance			x		x
Experience of partnership-based work, preferably in networked manner		x	x		
Writing and speaking ability with academic rigor and simplicity for a wide range of audience in English and Bengali			x	x	x
Desirable					
Publications related with climate finance and/or hazard risk analysis		x			
Experience of activism and advocacy		x	x		
Experience of fund raising		x	x	x	x
Value alignment for environmental justice, rights-based approach and feminist principles			x		
Demonstrated capacity in advanced data processing and analysis software, GIS & remote sensing and machine learning		x	x		x

FOR INTERNAL USE ONLY:

At Oxfam, our job profiles provide a guide to what might be expected in the role. Along with our strategy, the job profile is used to help to shape specific goals for employees. Employees are supported to deliver these goals and they are annually assessed against them as part of the Oxfam performance review process. This job profile is not incorporated into the employment contract.

Dimensions:

Technical expert and manager: This role requires a deep specialist in the interface of climate science and climate finance to foster technical innovation, and at the same time manage multiple projects in the thematic area of Climate Finance.

Leadership: It is a Managerial position, leading the climate risk finance related work of Oxfam in Bangladesh, under the direct supervision of the Head of Programme (Senior Management). This role will play a mix of managerial, advocacy and business development role, leading multiple projects. This is a critical position for future business development in the area of climate finance, particularly for climate risk insurance fund raising.

Problem solving and negotiating capacity: The role requires complex problem solving at the sectoral level, tracking the changes in disaster predictions following complex climate data and utilizing that in insurance product development. Since Oxfam's approach to climate finance is justice based, this position needs to balance between the market interest of the insurance companies and the affordability of the vulnerable communities and may require negotiating with the companies in many cases to bring the prices of insurances down.

People management: This position leads one of the key components of the Oxfam Country Strategy – (Climate Finance). As Oxfam in Bangladesh is moving towards a fully partner led implementation approach, all positions under different project will go to partner level. This position will have the responsibility to deliver the project through Matrix Management of 6-10 partner staff members. Also, at Oxfam, the position will be in matrix relationship with 5-6 other team members from different portfolios for integrated programming.

Financial impact: The financial impact of the position is about 1 million USD/ annually (the sum of insurance coverage for disaster risk managed by this position) in addition to the direct budget management of about 300,000 USD/ year.

External influence and impact: This position plays the role of liaison with the Ministry of Disaster Management and Relief and Ministry of Environment, Forests and Climate Change and Financial Institutions Division of the Government of Bangladesh and all subsidiary departments. Also, allies and peers in the climate and disaster risk reduction sector must be influenced through this position. This includes relationship with UN organizations like WFP, UNDP and allies who work in disaster and climate risk finance like the insurance companies.

Internal influence and impact: This position will have a matrix relationship with the Humanitarian team, especially to coordinate efforts like forecast based disaster risk finance and cash-based relief with the Climate Risk Insurance work.

HOW TO FIND OUT MORE ABOUT US

- Find out more about our pay & benefits [here](#). Get a feel of what it is like to work at Oxfam [here](#).
- Look at our 'How to apply' section for helpful tips [here](#).
- Technical glitch? If you have any issues when submitting your application, please contact recruitmentteam@oxfam.org.uk
- We are unable to accept prospective applications, but you can sign up for our job alerts [here](#)
- External applicants: <https://jobs.oxfam.org.uk>, Internal applicants: <https://jobs.oxfam.org.uk/internal>
- Find out about everything we do [here](#).

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Oxfam GB is a Disability Confident Employer. Should you be unable to submit your application online and would prefer an alternative method please contact our recruitment team.

OXFAM LEADERSHIP COMPETENCY FRAMEWORK

Competencies	Description
Decisiveness	We are comfortable to make transparent decisions and to adapt decision making modes to the context and needs.
Influencing	We have the ability to engage with diverse stakeholders in a way that leads to increased impact for the organization. We spot opportunities to influence effectively and where there are no opportunities we have the ability to create them in a respectful and impactful manner.
Humility	We put 'we' before 'me' and place an emphasis on the power of the collective, nurture the team and play to the strengths of each individual. We are not concerned with hierarchical power, and we engage with, trust and value the knowledge and expertise of others across all levels of the organization.
Relationship Building	We understand the importance of building relationship, within and outside the organization. We have the ability to engage with traditional and non-traditional stakeholders in ways that lead to increased impact for the organization.
Listening	We are good listeners who can see where deeper levels of thought and tacit assumptions differ. Our messages to others are clear, and consider different preferences.
Mutual Accountability	We can explain our decisions and how we have taken them based on our organizational values. We are ready to be held to account for what we do and how we behave, as we are also holding others to account in a consistent manner.
Agility, Complexity, and Ambiguity	We scan the environment, anticipate changes, are comfortable with lack of clarity and deal with a large number of elements interacting in diverse and unpredictable ways.
Systems Thinking	We view problems as parts of an overall system and in their relation to the whole system, rather than reacting to a specific part, outcome or event in isolation. We focus on cyclical rather than linear cause and effect. By consistently practicing systems thinking we are aware of and manage well unintended consequences of organizational decisions and actions.
Strategic Thinking and Judgment	We use judgment, weighing risk against the imperative to act. We make decisions consistent with organizational strategies and values.
Vision Setting	We have the ability to identify and lead visionary initiatives that are beneficial for our organization and we set high-level direction through a visioning process that engages the organization and diverse external stakeholders.
Self-Awareness	We are able to develop a high degree of self-awareness around our own strengths and weaknesses and our impact on others. Our self-awareness enables us to moderate and self-regulate our behaviors to control and channel our impulses for good purposes.
Enabling	We all work to effectively empower and enable others to deliver the organizations goals through creating conditions of success. We passionately invest in others by developing their careers, not only their skills for the job. We provide freedom; demonstrate belief and trust provide appropriate support. We give more freedom and demonstrate belief and trust, underpinned with appropriate support.