



Researcher – Social Equity and Gender Equality (Kathmandu, Nepal)

Job purpose:

The International Water Management Institute (IWMI) is leading a new project titled *Sustainable, Just and Productive Water Resources Development in Western Nepal* which is funded by the United States Agency for International Development (USAID). This three-year project aims to promote sustainable water resources development in Western Nepal through balancing economic growth, social justice and healthy, resilient ecosystems.

IWMI is looking for a national researcher to conduct research on social equity, gender equality and environmental justice in water resources planning and management in Nepal, which will directly contribute to this project. The researcher will work closely with the project team, which includes researchers and scientific officers from a wide range of disciplines.

The **National Researcher – Social Equity and Gender Equality** will report to the Senior Researcher and Sub-theme Leader, Gender and Poverty, and be based at IWMI's office in Kathmandu, Nepal.

You will:

- conduct high-quality research on social equity, gender equality and environmental justice in water resource planning and management in Nepal, in collaboration with other IWMI researchers from the project team, which will include:
 - o reviewing and synthesizing relevant literature and policy documents in the water sector in Nepal from a gender and social inclusion perspective;
 - o designing the research methodology and conducting in-depth fieldwork in remote rural areas;
 - o coding and analyzing the data using Quality Comparative Analysis (QCA) and statistical software/Microsoft Excel; and
 - o writing project reports, progress reports, policy briefs and journal articles;
- transform research results into relevant policy recommendations;
- communicate research results and recommendations to partners, farmers and other decision makers in an accessible and usable format; and
- regularly interact with national partners and stakeholders.

You will possess:

- a PhD in a social science field, such as (but not limited to) anthropology, development studies, gender studies, human geography, political science and sociology;
- a MSc in similar fields will be accepted, if the candidate has at least 5 years' relevant research experience and a good record of externally peer-reviewed publications;
- research interests in gender, social equity, social and environmental justice, water resources, climate change and hydropower, with a commitment to and/or interest in issues of interdisciplinarity and equity;
- demonstrated capacity of the excellent use of social science research methods (qualitative and quantitative), including participatory techniques;
- a strong conceptual and empirical understanding of gender relations and social inequality in water resource planning and development, and within organizations;
- an aptitude for designing and conducting research, including fieldwork (i.e., survey implementation, semi-structured interviews, focus group discussions, etc.) with minimal supervision;
- at least 2 years of relevant experience in similar projects and/or positions;
- excellent command of English (written and verbal);
- excellent writing and editing skills;
- excellent interpersonal skills;



- fluency in Nepali;
- excellent organizational skills, and the ability to work both independently and as part of a team;
- computer skills (Microsoft Windows, and Microsoft Office package - Word, Excel and PowerPoint);
- research motivation, and the capacity and commitment to spend long periods of time in the field;
- experience of extended fieldwork in rural Nepal;
- quantitative analysis skills and knowledge of statistical software packages (Stata, Statistical Package for the Social Sciences [SPSS], R or other statistical software); and
- qualitative analysis skills using a QCA software.

It would be useful if you have:

- the ability to develop effective working relationships with partners;
- demonstrated capacity to work as part of interdisciplinary teams in a culturally diverse work environment;
- experience of administering social surveys and training enumerators; and
- research experience in far-West and mid-West Nepal, with a rich knowledge of the social, cultural and environmental context.

This is a nationally recruited staff position and only citizens of Nepal are encouraged to apply. IWMI offers a competitive salary and benefits package, which includes transport and health insurance. The duration of the contract will initially be for a three-year period with possible extension.

To apply:

Please include the following with your application:

- (1) Covering letter (maximum two sides) which addresses IWMI's requirements shown above.
- (2) Curriculum vitae which includes a list of publications, and the names and contact details of three professional referees who may be contacted if you are short-listed for the position.
- (3) A short research proposal (maximum two sides). You are free to choose a specific topic and research questions that are related to gender and social equity in water resource planning in Nepal. The proposal should include the context/rationale, your research objectives and questions, methodology/analytical framework, and expected outputs and outcomes.

For further information related to the position, contact Dr. Floriane Clement (f.clement@cgiar.org).

Please email your application to iwmi-nepal@cgiar.org

Closing date: July 24, 2016 (Sunday)

The International Water Management Institute (www.iwmi.org) is an international, non-profit, scientific research organization dedicated to providing evidence-based solutions to sustainably manage water and land resources for food security, people's livelihoods and the environment. IWMI is a member of CGIAR, a global research partnership for a food-secure future.

IWMI is an equal opportunity employer and emphasizes the importance of regional and gender diversity in identifying candidates for this position and its staff more generally.

Please attach your curriculum vitae together with a cover letter, which addresses IWMI's requirements shown above, and the names and email addresses of three professional referees who may be contacted if you are short-listed for the position.