### Terms of Reference

**Title:**Survey Research Specialist/Senior Statistician

**Thematic Area :**Livelihood Theme

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#### Background

The [International Centre for Integrated Mountain Development (ICIMOD)](http://www.icimod.org/?q=abt&page=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. It seeks to enhance understanding of the human-environment interface, rural-urban linkages, driving forces of change including migration, and their underlying causes. The Livelihood Thematic Area also provides quantitative socioeconomic analytical expertise, including survey research and analytical tools, to different thematic areas and regional programmes. ICIMOD intends to expand its analytical competence in socioeconomic quantitative analysis in core areas including poverty and vulnerability analysis, livelihood analysis, migration, remittances, gender, governance, water, energy, and food security to understand socioeconomic changes and inform policy making for the wellbeing of mountain people. ICIMOD is looking for an expert with sound understanding of survey research methodologies; excellent expertise in the application of advanced statistical techniques in practical situations; a high level of proficiency in different statistical software, particularly STATA, for quantitative analysis, database management, and interpretation of survey and quantitative results.

#### Responsibilities and tasks

The Survey Research Specialist/Senior Statistician will work as a team member and play a key role in a team of quantitative experts under the Livelihoods Theme to conduct surveys, baseline studies, scenario building, and other quantitative analyses for the Centre. S/he will serve as a focal point for socioeconomic quantitative analyses and data management and will be responsible for the following tasks:

* Provide technical expertise and leadership in statistical analyses, in processing and analyzing socioeconomic data, interpreting survey results, preparing reports on surveys and baseline studies;
* Design and conduct survey research on different issues including baseline surveys, poverty and vulnerability assessments, multi-dimensional poverty analysis, food security analysis, and social inequality and livelihood analyses;
* Develop and test survey research tools, methodologies, instruments, including sampling design, and train survey teams and supervise surveys and baseline studies;
* Provide technical inputs and work as a team player at ICIMOD within different regional programmes and thematic areas on socioeconomic quantitative analyses and survey research methodologies, sampling design, and the application of statistical techniques and methods in analyzing socioeconomic data and developing scenarios;
* Develop and maintain collaborative networks and partnerships with regional partners for the exchange and cooperative analysis of national data;
* Configure and administer the collection and organization of relevant regional socioeconomic data and provide statistical support for data analysis at both macro and micro levels to see trends and patterns related to different socioeconomic issues;
* Identify data sets for inclusion in the proposed database platform, identifying what is available in the countries and what is required for monitoring the socioeconomic development in the region with focus on the mountain regions of ICIMOD’s regional member countries;
* Provide technical inputs on quantitative research methodologies to a multi-disciplinary team and build the capacity of other professionals in presenting, analyzing, and interpreting statistical indicators and findings in Centre-wide studies and publications; and
* Perform other duties as assigned.

#### Minimum Qualifications

* Postgraduate preferably PhD in statistics, economics, social sciences or any other related discipline with at least five years of postgraduate research experience in quantitative socioeconomic research in the fields of poverty and vulnerability assessment, livelihood analyses, social inequality, gender analyses, or similar.
* Minimum of five years of extensive experience in survey design, collection, compilation, analysis, interpretation, and dissemination of statistical data.
* Demonstrated experience in using advanced statistical software, dealing with complex databases and metadata management, and assessing the quality of statistical analysis.
* Experience in estimating various measures of poverty, including in development, and application of the multidimensional poverty index using globally tested and applicable approaches and the development and application of spatial data analysis and interpretation; and
* Working experience in the member countries of ICIMOD, particularly with national datasets and national statistical bureaus.

#### Competencies

**Knowledge:** Sound knowledge and understanding of statistical theory, principles, and practical applications of statistical research methodologies using survey research methods (e.g., multivariate regression, factor analysis, structural equation modelling, etc.).

**Research skills:** Ability to conduct independent, innovative scientific research and analysis; ability to identify and conceptualize issues, formulate options, make conclusions and recommendations; proven knowledge in using statistical software such as STATA, especially in working with commands and do-files.

**Management and coordination:** Ability to coordinate and collaborate with researchers, development practitioners, and other relevant stakeholders of different national and cultural backgrounds and convey scientific information in an understandable format.

I**mpact and results orientation:**Ability to take a proactive approach within and outside the organization to generate concrete results on an output level and to seek opportunities to transform output to outcomes.

**Networking/stakeholder management:**Ability to identify relevant partners, maintain existing linkages, effectively communicate with stakeholders on different levels, build capacity, and solve operational issues.

**Social/team competency:** Ability to work effectively and smoothly within and across teams; experience working and cooperating within multidisciplinary teams, particularly with international/regional agencies and social and environmental scientists.

#### Duration

The position will be for three years (starting as soon as possible), of which the first six months will be probationary, with the possibility of an extension at the end of the term, subject to ICIMOD’s future funding levels.

#### Remuneration

The salary and benefits provided by ICIMOD are competitive compared to other regional organizations; remuneration will be commensurate with the applicant’s experience and qualifications.

#### 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 **24 Nov 2013**through [ICIMOD's Online Application System](http://www.icimod.org/cvmgmt).

Only shortlisted candidates will be notified.