

APPLICATIONS OPEN FOR Young ICIMOD Professionals Programme (YIPP) 2025/2026

The International Centre for Integrated Mountain Development (ICIMOD) is pleased to announce the launch of applications for the Young ICIMOD Professionals Programme (YIPP) 2025/26 – an exclusive opportunity for young, dynamic individuals from ICIMOD’s Regional Member Countries (RMCs) to contribute to sustainable mountain development. In exceptional cases, candidates from non-RMCs with a close association with ICIMOD shall be considered. This prestigious programme is designed to nurture the next generation of leaders committed to ICIMOD’s vision of a greener, more inclusive, and climate-resilient Hindu Kush Himalaya (HKH).

WHAT IS YIPP?

YIPP is a career-defining opportunity for young professionals with at least a master’s degree and preferably 2-3 years of practical experience. The programme allows participants to engage with the ICIMOD team, offering hands-on experience in meaningful assignments.

The selected professionals will work at ICIMOD’s head office in Kathmandu, Nepal, in a cross-cultural and impact-driven environment.

WHY JOIN YIPP?

This programme offers more than just professional experience – it provides a transformational journey:

- Learn and innovate – engage with cutting-edge research, policy dialogues, and innovative practices in sustainable mountain development.
- Contribute to change – play a vital role in addressing critical challenges such as climate change, biodiversity loss, and sustainable and resilient livelihoods and economies.

- Build networks – connect with a dynamic network of professionals, researchers, and policymakers.
- Develop skills – enhance expertise in research methodologies, policy analysis, and regional cooperation

For detailed responsibilities and expectations, refer to the YIPP Terms of Reference (ToR) enclosed with this announcement.

KEY HIGHLIGHTS OF THE PROGRAMME

Duration: Upto 18 months

Total Positions: 10 YIPP openings across ICIMOD

Action Areas (1 YIPP position per area)

- Cryosphere and Water
- Air
- Livelihoods and Enterprises
- Landscapes
- Regional Action
- Global Advocacy
- Human Resources & Organisational Development
- Communications
- Strategic Results, Partnerships and Business Development
- Living Mountain Lab

Units (1 YIPP position per unit)

HOW TO APPLY

Application Deadline: 31 July 2025 (11:59 PM Nepal Standard Time)

Method: Applications must be submitted online via the [ICIMOD Vacancy Application Portal](#).

In your cover letter, please clearly specify the Action Area or Unit you are interested in working with. You may indicate more than one Action Area or Unit, depending on the relevance to your qualifications, experience, and career aspirations.

Only shortlisted candidates will be contacted.

ABOUT ICIMOD

The Hindu Kush Himalaya (HKH) region stretches 3,500km across Asia, spanning eight countries – Afghanistan, Bangladesh, Bhutan, China, India, Myanmar, Nepal, and Pakistan. Encompassing high-altitude mountain ranges, mid-hills, and plains, the zone is vital for the food, water, and energy security of up to two billion people and is a habitat for countless irreplaceable species. It is also acutely fragile, and vulnerable to the impacts of the triple planetary crisis of climate change, pollution, and biodiversity loss.

The International Centre for Integrated Mountain Development (ICIMOD), based in Kathmandu, Nepal, is an international organisation established in 1983, that is working to make this critical region greener, more inclusive and climate resilient. For more information, read our Strategy 2030 and explore our website.

TERMS OF REFERENCE



Terms of reference

RESPONSIBILITIES

Young Professionals enrolled in YIPP will gain on-the-job learning experience while actively contributing to ICIMOD's strategic goals as outlined in Strategy 2030: Moving Mountains and Medium-Term Action Plan V (2023–2026): Embracing Change and Accelerating Impact.

Each Young Professional will receive a position-specific Terms of Reference (ToR) at the time of appointment, ensuring clear alignment with ICIMOD's needs and priorities. However, general responsibilities under YIPP include:

1. Supporting Action Areas or Units

Under the supervision of an assigned mentor or supervisor, contribute to key activities in the designated Action Area (and its corresponding Strategic Group/Intervention/Bilateral Projects) or Unit.

2. Conducting Research and Analysis (For placements under an Action Area)

Engage in research, contribute to data collection and analysis, and prepare technical reports, policy briefs, and publications that align with ICIMOD's focus areas.

3. Supporting Business Operations (For placements under a Unit)

Assist in day-to-day business processes and operational tasks and provide strategic support to unit heads to ensure the smooth functioning of ICIMOD's initiatives.

4. Active Participation and Capacity Building

Take part in team discussions, workshops, knowledge-sharing sessions, and professional development activities to enhance technical and leadership skills.

5. Stakeholder Engagement

Under the guidance of the supervisor, engage with ICIMOD's regional and international partners, policymakers, and other stakeholders to facilitate knowledge exchange and collaboration.

6. Integration of Cross-Cutting Themes

Ensure that aspects such as gender equality and social inclusion (GESI), biodiversity conservation, and climate action are incorporated into all assigned tasks and projects.

7. Innovation and Problem-Solving

Develop and implement innovative ideas, solutions, or methodologies to improve the efficiency and impact of the team's work.

PERSON SPECIFICATION

- A Master's degree in a relevant field such as environmental science, climate studies, policy, sustainable development, social sciences, management, or related disciplines.
- Proficiency in spoken and written English is required.
- Strong analytical, research, and communication skills.
- Ability to work effectively in multicultural, interdisciplinary teams.
- Basic knowledge of regional challenges and priorities in the Hindu Kush Himalaya (HKH), including key cross-cutting issues such as GESI, biodiversity, and climate change.
- Preferred-
 - 2-3 years of professional experience in a relevant field.
 - Knowledge of local languages spoken in the HKH region is an added advantage.

SUPERVISION AND REPORTING

Young Professionals will work under the direct supervision of an Action Area Lead or Unit Head and work collaboratively across other strategic groups/action areas/interventions/projects, and units.

As part of YIPP's learning and development process, Young Professionals are required to:

- Submit monthly progress reports to the supervisor and Head of HROD detailing key contributions, challenges, and learning experiences.
- Submit a final summary report and make a presentation to the Senior Management Committee and wider teams at the end of their contract, documenting their overall contributions and insights gained.

LOCATION

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

DURATION

12–18 months.

REMUNERATION

The annual total salary for this position is USD 16,487 plus benefits such as housing allowance, insurance, etc.

For non-Nepali nationals (expatriates), there is a tax exemption in Nepal; they are responsible for their home country's tax payments.

ICIMOD'S CORE VALUES

Our core values are integrity, neutrality, relevance, inclusiveness, openness, and ambition. 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 will lie at the heart of ICIMOD operations and delivery. They will 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.

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 establishing and 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 [including child abuse], by our staff, representatives, or stakeholders is not condoned or tolerated.

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