

**Terms of References (ToR) for Recruiting Research Associate  
under  
Water Resources Management Division  
Climate Change & Disaster Management Division  
River, Delta and Coastal Morphology Division**

Recruitment Type	Core Employees of CEGIS
Position	Research Associate
Level of Position	P1 (Entry level) for above Divisions
Duty Station	CEGIS, Dhaka

**Requirement of Incumbent:**

**Educational Qualification:**

- Minimum B.Sc. Engineering in Civil/Water Resources Engineering or relevant engineering undergraduate degree from any reputed University (Such as BUET, KUET, RUET, MIST etc.,).

**Additional Qualification**

- The candidate must have knowledge and understanding of water resources management, hydrologic & hydraulic processes, river and coastal morphology, climate change science & impact, disaster risk assessment.
- The candidate must be able to carry out multi-tasking activities and extensive fieldwork and readiness to work under pressure.

**Added Advantage will be given to those who have the following:**

- One year of working experience in the field of Water Resources, River, Delta & Coastal Morphology, and Climate Change & disaster management.
- Working experience in multiple projects at a time in multidisciplinary professionals' team.
- Professionals, especially those working at CEGIS, will get preference
- Skill in both technical report writing and abilities to exchange information through written, oral, non-verbal & visual and contextual communication techniques.
- Skill in programming language (such as Python, Java, MATLAB, R or relevant programming language)
- Numerical or statistical modelling experience in hydrology, hydraulic, morphology, water quality, climate change using any advanced tools & techniques (such as SOBEK, Delft 3D, HEC-RAS, HEC-HMS, SDSM or other relevant tools)
- Experience in ArcGIS for spatial data processing.
- Experience in the use of Artificial Intelligence (AI).

**Other Conditions:**

- Age must not exceed 32 years as of the last date of application submission (15<sup>th</sup> December 2024)
- Candidates selected must have a commitment to serving CEGIS for a longer duration.
- Must have a 'can-do' attitude and interpersonal skills.

**Terms of References (ToR) for Recruiting Research Associate  
under  
GIS and Remote Sensing Division**

Recruitment Type	Core Employees of CEGIS
Position	Research Associate
Level of Position	P1 (Entry level)
Duty Station	CEGIS, Dhaka

**Requirement of Incumbent:**

**Educational Qualification:**

- Minimum B.Sc. in GIS/Remote Sensing/ Geography/ Geology/ Urban and Regional Planning/ Computer Science/ Civil Engineering/ Environmental Engineering/ Water Resource Engineering/ Environmental Science from any reputed university.

**Additional Qualification**

- The candidate must be able to carry out multi-tasking activities and extensive fieldwork and readiness to work under pressure.

**Added Advantage will be given to those who have the following:**

- Possess profound knowledge and relevant experience in using one or multiple GIS/ RS Software and technologies such as ArcGIS/ ERDAS Imagine/ ENVI/ eCognition;
- Sound knowledge in remote sensing image processing using standard image processing software and image interpretation;
- Familiarity with machine learning and AI techniques, Google Earth Engine, Python, and R;
- Possess the ability and proven experience in performing geospatial data analysis and processing of geodatabase;
- Having good cartographic knowledge and relevant experience in digital map preparation using ArcGIS software;
- Working experience in creating, updating, and analyzing spatial and non-spatial databases using standard GIS and database software and tools, such as MS Access, SQL Server, PostgreSQL, etc., will be preferred;
- Familiarity with UAV/drone technology and data processing;
- Working experience in multiple projects at a time in a multidisciplinary professionals' team;
- Skill in both technical report writing and abilities to exchange information through written, oral, non-verbal & visual and contextual communication techniques;
- Professionals, especially those working at CEGIS, will get preference.

**Other Conditions:**

- Age must not exceed 32 years as of the last date of application submission (15<sup>th</sup> December 2024)
- Candidates selected must have a commitment to serving CEGIS for a longer duration.
- Must have a 'can-do' attitude and interpersonal skills.

**Terms of References (ToR) for Recruiting Research Associate  
under  
Power, Energy, and Mineral Resources Division**

Recruitment Type	Core Employees of CEGIS
Position	Research Associate
Level of Position	P1
Duty Station	CEGIS, Dhaka

**Requirement of Incumbent:**

**Educational Qualification:**

- Minimum B.Sc. in Environmental Engineering/ Chemical Engineering/ Environmental Science/ Environmental Science and Environmental Management/ Urban and Regional Planning from any reputed University (Such as BUET, KUET, CUET, DU, etc.).

**Additional Qualification**

- The candidate must have knowledge and understanding of Environmental Impact Assessment, Feasibility Study, Master Planning.
- The candidate must be able to carry out multi-tasking activities and extensive fieldwork and readiness to work under pressure.

**Added Advantage will be given to those who have the followings:**

*For the Candidates of Environment/Chemical Background*

- Minimum one year of experience working in the fields of environmental assessment & management, environmental monitoring, and supervision;
- Candidates having experience in environmental quality modeling will get preference;
- Working experience in multiple projects at a time in multidisciplinary professionals' team;
- Professionals, especially those working at CEGIS, will get preference;
- Candidates having knowledge of existing National and International laws, legislations and guidelines on Environmental issues.

*For the Candidates of Urban and Regional Planning Background*

- Minimum one year of experience working in the fields of Feasibility Study, Master Plan, and environmental studies;
- Candidates having experience in AutoCAD, GIS/RS technology;
- Candidates having strong analytical skills and have willingness for frequent field visit (as and when required);
- Professionals, especially those working at CEGIS, will get preference;
- Working experience in multiple projects at a time in multidisciplinary professionals' team;
- Candidates having knowledge of Land Acquisition process and survey activities.

**Other Conditions:**

- Age must not exceed 32 years as of the last date of application submission (15th December 2024).
- Candidates selected must have a commitment to serving CEGIS for a longer duration.
- Must have a 'can-do' attitude and interpersonal skills.

**CAREER OPPORTUNITY**  
**Terms of References (ToR) for Recruiting Research Associate**  
**under**  
**Agricultural and Fisheries Division**

Recruitment Type	Core Employees of CEGIS
Position	Research Associate
Level of Position	P1
Duty Station	CEGIS, Dhaka

**Requirement of Incumbent:**

**Educational Qualification:**

- Minimum B. Sc in Fisheries and Masters degree in Aquaculture/Fisheries Management/Marine Fisheries/Environmental Science from Bangladesh Agricultural University (BAU)/ Dhaka University (DU)/any reputed University.

**Additional Qualification**

- The candidate must have knowledge and understanding of fisheries resources management, aquaculture, marine fisheries, climate change science & impact.
- The candidate must be able to carry out multi-tasking activities and extensive fieldwork and readiness to work under pressure.

**Added Advantage will be given to those who have the following:**

- Minimum two years of working experience in the field of Fisheries, Water Resources, Environment, and Climate Change.
- Experience in collecting, compiling and analyzing the primary and secondary data for the projects.
- Knowledge of preparing field reports.
- Working experience in multiple projects at a time in multidisciplinary professionals' team.
- Professionals, especially those working at CEGIS, will get preference.
- Skill in both technical report writing and abilities to exchange information through written, oral, non-verbal & visual and contextual communication techniques.
- Have experience using tools like Maxent (Maximum Entropy Modeling), CASiMiR Fish Model, STATISTICA tools.
- Experience in ArcGIS for spatial data processing.
- Experience in the use of Artificial Intelligence (AI).

**Other Conditions:**

- Age must not exceed 32 years as of the last date of application submission (15<sup>th</sup> December 2024)
- Candidates selected must have a commitment to serving CEGIS for a longer duration.
- Must have a 'can-do' attitude and interpersonal skills.

## Terms of References for Recruiting Research Associate

Under

### Ecology, Forestry and Biodiversity Division

Recruitment Type	Core Employees of CEGIS
Position	Research Associate
Level of Position	P1
Duty Station	CEGIS, Dhaka

#### **Requirement of Incumbent**

##### **Educational Qualification**

- B.Sc in Environmental Science/Environmental Management/Zoology/Botany/ Forestry, from any reputed university (Such as DU, KU, CU, SUST, etc.).

##### **Additional qualification:**

- Possess good knowledge and relevant experience in floral inventory and plant taxonomy, benthic survey, vegetation monitoring and protocols;
- Possess the ability and proven experience in forest survey, forest health monitoring and related data collection, above and below ground biomass calculation, floral diversity analysis, soil texture and nutrient analysis etc.;
- Possess the experience in biodiversity assessment, ecosystem services valuation, habitat risk assessment and collection of related data-information as well as process and analyze quantitative and qualitative data using standard software (having trac records of at least two referable studies/ projects), application of ecological models such as, MaxEnt and other related models etc.

##### **Added Advantage will be given to those who have the following:**

- Candidates must have the commitment to serve CEGIS for a long-term
- Must be able to carry out multitasking activities extensive fieldwork, and have a mindset to work under pressure;
- Having ability to plan own work schedule as well as prepare study reports/deliverables based on study findings and deliver outputs in time; and support team for the development of final report/deliverables as agreed under the contract with the proponents of study projects;
- Skill in both technical report writing and abilities to exchange information through written, oral, non-verbal and visual and contextual communication techniques; and
- Interpersonal communication skills with ability to communicate fluently with various stakeholders for study purposes;

##### **Other Conditions**

- Age must not exceed 32 years as of the last date of application (15<sup>th</sup> December 2024);
- Experience in ArcGIS for spatial data processing;
- Must have “can-do” attitude with proactive approaches and a positive mindset; and
- Experience in ESIA/SEA and biodiversity assessment, ecological modelling study

**Terms of References (ToR) for Recruiting Research Associates  
under  
Socio-Economic & Institutional Division (SEID)**

Recruitment Type	Core Employee of CEGIS
Position	Research Associate (Sociology/Economics/Gender & Development)
Level of Position	P1
Duty Station	CEGIS, Dhaka

**Requirement of Incumbent**

**Educational Qualification:**

- **Research Associate – Sociology:** Minimum Bachelor Degree in Sociology/ Anthropology/ Development Studies/ Population Science/ Public Administration/ Statistics or other relevant subjects from any reputed university.
- **Research Associate – Economics:** Minimum Bachelor Degree in Economics/Environmental Economics/ Development Economics or other relevant subjects from any reputed university.
- **Research Associate - Gender Development:** Minimum Bachelor Degree in Women & Gender Studies/ Anthropology/ Development Studies or other relevant subjects from any reputed university.

**Additional Qualification**

- The candidate must be able to carry out multi-tasking activities and extensive fieldwork and readiness to work under pressure.

**Added Advantage will be given to those who have the following:**

- Possess sound understanding and knowledge as well as experience in the studies and/or action researches on social & livelihood; economic; and gender & development etc.
- Profound knowledge and relevant experience in social & livelihood, economic, and gender & development survey methods, tools and techniques (such as FGD, RRA, KII, PRA, PCM etc.)
- Possess the ability to analyze quantitative and qualitative data using standard software, such as, SPSS, STATA, NVivo, MPI, SQL, Access etc.
- Skill in both technical report writing and abilities to exchange information through written, oral, non-verbal & visual and contextual communication techniques;
- Experience in EIA/SIA/RAP/LAP and Feasibility Study for multi-sectoral development projects.
- Professionals working in CEGIS with multidisciplinary teams under different projects will get preferences.

**Other Conditions:**

- Age must not be exceeded 32 years during the time of last date of application.
- Candidates selected must have a commitment to serve CEGIS for a longer duration (at least 3 years).
- Must have a 'can-do' attitude.
- The incumbent must have a mindset to work in a team.
- Must be able to carry out multi-tasking activities, extensive field work and have a mindset to work under pressure.