

Job Profile

Climate Risk Insurance Specialist

Last review: July 2026

Title	Climate Risk Insurance Specialist
Reporting to	Programme Manager
Reports	NA
Groups	Programme Delivery
Relationships	Project Team, Thematic Team, Business Development and Communications Team, Programme Delivery Team, local partners, and collaborating partners. The role will engage and collaborate with external stakeholders.
Financial Scope	Yes
Location	Kathmandu with partial field-based work
Duration	Fixed term with possibility of extension
Grade	4
Travel	As relevant to the position

PRACTICAL ACTION'S PURPOSE STATEMENT

Practical Action exists to change the systems that keep people in poverty and vulnerable to the impacts of climate change, nature loss and pollution. We work alongside communities to build resilient livelihoods and thriving, inclusive societies.

ABOUT THE ROLE

The purpose of this role is to provide leadership and coordination across project partners and stakeholders, develop and oversee detailed implementation plans, and facilitate collaboration among key actors within the parametric insurance ecosystem. The role contributes to the development of knowledge products, regulatory compliance, risk assessment and documentation, and quality assurance processes to ensure effective project implementation.

The position is responsible for designing, piloting, and scaling innovative climate risk financing solutions, with a particular focus on parametric (index-based) insurance products for climate related hazards focusing floods. This includes supporting risk modeling, product development, stakeholder engagement, ecosystem strengthening, and the establishment of strategic partnerships to enhance the adoption and sustainability of climate risk insurance solutions.

KEY ACCOUNTABILITIES

1. Team Leadership and Coordination

- Lead and coordinate with project partners, including government agencies, insurance companies, technical service providers, and local stakeholders, to ensure the effective implementation of the Index-Based Flood Insurance (IBFI) project.
- Foster collaboration among key actors to ensure alignment with project objectives, timelines, and deliverables.

- Manage project delivery in line with core project management principles, ensuring quality, scope, budget, risk management, and timely completion of activities and deliverables.
- Coordinate with the World Food Programme (WFP), ensuring timely communication, issue resolution, and alignment with project objectives, implementation requirements, and donor expectations.

2. Planning and Implementation

- Lead the implementation and technical delivery of the project “Scaling Index-Based Flood Insurance for Smallholder Farmers in the Kankai River Basin”, ensuring achievement of project objectives, outputs, and outcomes.
- Develop and implement detailed work plans for the rollout of index-based flood insurance initiatives, ensuring alignment with project goals and timelines.
- Facilitate the development and strengthening of local insurance ecosystems to support product adoption and sustainability.

3. Technical Product Design

- Lead the preparation and implementation of site-specific insurance workplans,
- Contribute to the design and development of parametric insurance products, including defining index triggers, payout structures, pricing methodologies, and premium calculations based on risk assessments.
- Support product innovation and adaptation to local context and emerging climate risks.
- Ensure quality hydrological, meteorological, and socioeconomic data required for insurance product design, validation, and performance assessment
- Increased insurance coverage among vulnerable smallholder farmers.
- Ensure that insurance products, operational processes, and project activities comply with applicable regulatory requirements, industry standards, and project guidelines.
- Oversee quality assurance processes throughout the product development and implementation lifecycle.

4. Risk Analysis and Management

- Ensure effective Project Risk Management by proactively identifying, assessing, mitigating, and monitoring project risks to minimize impact on project objectives, timelines, budget, and quality.
- Identify, assess, document, and monitor climate-related and insurance-related risks, including basis risk.
- Develop and implement appropriate risk mitigation and management strategies to enhance product effectiveness and reliability.

5. Knowledge Product Development

- Lead the standardization and documentation of insurance product design processes and methodologies.
- Contribute to the development of technical reports, policy briefs, case studies, and learning documents to support evidence generation, policy engagement, and scale-up initiatives.
- Facilitate the product approval process in collaboration with lead insurance companies and relevant regulatory authorities.

6. Stakeholder Engagement and Partnership Development

- Facilitate effective communication and collaboration among stakeholders across the parametric insurance ecosystem, including local communities, aggregators, insurers, reinsurers, government agencies, and development partners.
- Assess and engage cooperatives, microfinance institutions, and other local organizations to expand the reach and adoption of parametric insurance products.
- Establish and strengthen partnerships with insurance companies, national and international reinsurance companies.
- Work closely with the Department of Hydrology and Meteorology (DHM) to strengthen data infrastructure, including weather stations and hydrological monitoring systems.
- Collaborate with the Nepal Insurance Authority (NIA) to support regulatory acceptance and scaling of index-based insurance products.

7. Capacity Building

- Support and facilitate training, knowledge-sharing, and capacity-building initiatives for project staff, local champions, insurance partners, and other stakeholders on climate risk insurance concepts, product design, and implementation processes.
- Promote institutional capacity development to ensure long-term sustainability and scale-up of climate risk insurance solutions.

Other Responsibilities

- Contribute to business development initiatives, proposal preparation, and strategic partnerships.
- Develop and support site-specific insurance implementation plans and work programs.
- Undertake any other duties and responsibilities as assigned to support project and organizational objectives.

Organisational Policies, Safeguarding and Code of Conduct

- Ensure that the role is delivered in compliance with organisational policies on Safeguarding, Diversity and Dignity at work and the Code of Conduct.
- Responsible for gender responsive behaviour in all actions and decisions.
- Ensure non-discriminative behaviour based on gender, age, sex, race, ethnic background, culture, disability, nationality, religion and marital status.
- Be sensitive and adaptable to gender and social inclusion.

Organisational Core Values

- Ensure that you are **People Centered**, striving to create an equal, fair, accessible, dignified and respectful environment for everyone we work with – from colleagues and communities, to supporters, suppliers and stakeholders.
- Ensure you are **Impact Driven**, existing to make a positive difference, so everything we do is driven by our energy to create lasting value for the people and communities we serve.
- Ensure you are **Transparent** and trustworthy, acting with integrity, honesty, and strong ethics, building mutual trust with everyone we work with to achieve the highest standards.
- Ensure you are **Innovative**, and champion learning, curiosity and fresh thinking, bringing local knowledge to create global impact.
- Ensure you are a **Resilient** changemaker working for sustainable development, meeting challenges head-on, and evolving through the lessons learnt.

PERSON PROFILE

To be successful in the role, the ideal candidate will be able to demonstrate:

Experience & Knowledge

- At least 5 years of experience, preferably direct work on insurance.
- Expertise in flood risk analysis, insurance product design, stakeholder engagement, and working with government and communities.
- Strong skills in interpreting climate and hydrological data, managing basis risk, and implementing complex projects on the ground.
- Good communication skills with fluency in English and Nepali.
- Good report writing and analytical skills.
- Strong influencing skills.
- Demonstrated ability to prioritize tasks and meet deadlines.
- Experience in managing and coordinating multi-sectoral activities.
- Experience working with multiple stakeholders and government organizations.
- Experience in teamwork and relationship management.
- Excellent networking and communication skills.

Competencies

- Teamworking with accountability (Mid-level)
- Nurturing, leading and management of internal relationships (Mid-level)
- Nurturing, leading and management of external relationships (Mid-level)
- Personal effectiveness and self-led development (Mid-level)
- Timely & effective delivery of role (Mid-level)
- Innovation and adaptability (Mid-level)
- Strategic and data driven (Mid-level)
- Purpose driven contribution (Mid-level)

Qualifications:

- Master's degree in climate science, disaster risk management, engineering, economics, business management, or a related field.