

Changes in ICIMOD Management



Dr David Molden

New Director General

In December 2011, Dr David James Molden succeeded Dr Andreas Schild as Director General of ICIMOD. A period of overlap and a harmony in the approaches of the outgoing and incoming Director Generals helped make for a smooth transition. At the handover ceremony, Dr Molden expressed his appreciation of the opportunity for overlap with Dr Schild, admiring his passion and noting that he left a positive and big footprint – “or heart-print is a better word”.

Dr Molden is a development specialist with more than 30 years of experience in designing, planning, executing, and monitoring programmes on water management, livelihoods, environment, and ecosystem services. Prior to joining ICIMOD, he was the Deputy Director General for Research at the International Water Management Institute (IWMI) based in Sri Lanka; under his leadership, IWMI won the prestigious Stockholm Water Prize and the International Water Resources Association (IWRA) Crystal Drop award for its research. He has worked in several Hindu Kush Himalayan countries, including China, India, Nepal, and Pakistan, and in projects in the Indus, Ganges, Yellow, Mekong, Yangtze, and Amu Darya river basins. He has considerable management experience, including as Chief of Party for the Irrigation Management Project in Nepal, Chief of Party for a water resources strategic research programme in Egypt, and Leader of the multi-institute Comprehensive Assessment of Water Management in Agriculture programme.

Dr Molden was awarded a Ph.D. in Civil Engineering from Colorado State University in 1987, specializing in water resources, and has since developed broader interests in integrating social, technical, and environmental aspects of natural resources management. He has published nearly 200 works in books, refereed journals, research and project report series, the media, and educational materials. He has received many awards including the Outstanding Scientist Award of the Consultative Group on International Agricultural Research (CGIAR) in 2009.

New Director, Programme Operations

Dr Eklabya Sharma assumed a new position as Director, Programme Operations in 2011. He was previously Programme Manager for Environmental Change and Ecosystem Services.

Dr Sharma is an ecologist with over 25 years of experience in developing, managing, and implementing programmes, mainly in sustainable management of natural resources in the Hindu Kush Himalayan region. He has a Ph.D. in ecology from India. From 1989 to 2001, he led the establishment of the GB Pant Institute of Himalayan Environment and Development in Sikkim, as the Founder Scientist In-Charge. He joined ICIMOD in September 2001. Dr Sharma has received numerous national and international scientific awards and has more than 150 publications to his credit, mostly in peer-reviewed international journals and including seven books.

Dr Eklabya Sharma



Andreas Schild leaves a heart-print of five years at ICIMOD

ICIMOD offers a sincere thank you to Dr Andreas Schild for his five years of enthusiastic commitment to the institution, its programmes, and its personnel. They were years of positive growth for ICIMOD.

Under Dr Schild's leadership, ICIMOD carried out a change management process which created the institutional infrastructure enabling it to become a truly modern and relevant organization. Those years saw notable development of staff capacity, personnel policy, employment package, IT infrastructure, financial

accounting, budget control, strategic monitoring, and internal audit functions. The ICIMOD Foundation was strengthened, facilitating ICIMOD's work with the private sector. ICIMOD got a new corporate look: a fresh logo, branding system, and website. The Centre expanded its pool of stakeholders through work with youth and with the media, sponsoring workshops and seminars to inform and connect them.

Under Dr Schild ICIMOD's programmes also developed. The emphasis began to shift from donor-driven projects to strong regional institutional programmes. He focused on developing relationships with strategic partners and regional networks. In addition to promoting the transect and landscape approaches, ICIMOD left off looking at the mountains as a closed system, and began to address the problems of downstream areas through the river basin approach. Increased attention was brought to poverty, vulnerability, and economic issues. Dr Schild devoted his boundless energy to shifting the mountain agenda away from predominantly geophysical concerns towards a comprehensive view of mountains as environmental, economic, social, and cultural systems. He brought his strong convictions and ICIMOD's outreach to a more prominent position on the international stage, raising the organization's presence in such global processes as the United Nations Framework Convention on Climate Change (UNFCCC), the Convention on Biological Diversity (CBD), and the Intergovernmental Panel on Climate Change (IPCC).



Dr Andreas Schild

His achievements are perhaps most evident in the increase over the years in the regional member countries' sense of ownership and the commitment of international supporters to ICIMOD and its mission – not only from governments, but also from civil society and academic partners. ICIMOD's work has become highly appreciated, with expanding willingness to support its programmes. In the five years of Dr Schild's tenure, ICIMOD moved from the margins to the mainstream, with growing budget (predicted to be about \$20 million by 2013/2014), programmes, and expectations, and a stronger reputation in the international arena.

He leaves a big 'heart-print' indeed.