TERM OF REFERENCE (ToR)

FOR THE RECRUITMENT OF 2025 - 2026 SEOUL NATIONAL UNIVERSITY PROGRAM

**GENERAL INFORMATION**

**Post Title:** Recruitment of 2025 - 2026 SNU interns

**Host Organization:** IFAD/ILC

**Host Department/Division:** ILC

**Duty Station:** Rome (home-based can also be considered)

**Expected Places of Travel:** Rome, Italy

**Duration:** 6 months

**Expected Start Date:** Sep 2025

**JOB DESCRIPTION**

# SCOPE OF ASSIGNMENT

# Type of assignment:

**Knowledge management and research / data analysis**

The International Land Coalition (ILC) is a global alliance of civil society and intergovernmental organisations working together to put people at the centre of land governance. The shared goal of ILC’s 300+ members is to realise land governance for and with people at country level, responding to the needs and protecting the rights of women, men and communities who live on and from the land. The Secretariat of the ILC is hosted by the International Fund for Agricultural Development (IFAD) in Rome and reports to the ILC Council. The Secretariat works in close liaison with regional, thematic and national support teams, which are separately hosted. Together, they carry the responsibility to provide support to the Coalition and its activities in the implementation of the Strategy 2022-2030.

In this context, the Intern will support the Knowledge and Research team whose mandate is to leverage the depth and diversity of experiences embedded in ILC’s membership base, as well as collaborations with ILC partner organisations, to produce research and knowledge outputs that can eventually support land claims, land advocacy and more in general its land agenda as determined by members. In particular, the Knowledge and Research team is planning to deepen the understanding of the role of tax heavens in large-scale land acquisitions, taking data from the Land Matrix Initiative as a starting point.

# Specific Description:

The Intern will support the Knowledge and Research team to develop an understanding of the role of tax heavens in large-scale land acquisitions by:

* Performing data extraction and cleaning (identify relevant datasets within Land Matrix, extract key variables including investor names, parent companies, subsidiaries, etc, standardising company names to ensure consistency across records).
* Mapping of ownership chains, of tax heavens involvement and of financial and investment flows (using company registries, corporate reports, open databases, assessing the frequency and scale of land deals involving tax-heaven-based companies, analyse how offshore financial centres facilitate investment flows in land deals.
* Contributing to drafting of a position paper or other knowledge output, especially by:
  + Synthesising findings into a report or presentation for internal use or external publication;
  + Providing recommendations on how to improve transparency and accountability;
  + Suggesting policy or regulatory actions based on findings.

# EXPECTED DURATION OF ASSIGNMENT

Six months

# QUALIFICATION/EXPERIENCE

The successful offeror shall meet the following minimum criteria:

# EDUCATION

* Bachelor degree or higher in one of the respective fields: Geography, Land Governance, or Environmental Studies; Economics, Political Economy, or Development Studies; Data Science, Statistics, or Business Intelligence; Law, Finance, or Tax Policy (with a focus on corporate structures)

# EXPERIENCE

* Data Analysis & Research
  + Experience working with large datasets (cleaning, structuring, and analysing data)
  + Ability to use Excel, Python, R, or SQL for data processing
  + Knowledge of geospatial tools (GIS, QGIS) is a plus
* Corporate & Financial Analysis
  + Understanding of corporate structures, ownership chains, and investment flows
  + Familiarity with corporate registries, tax heavens lists, and financial disclosures
  + Ability to trace beneficial ownership using open data sources
* Policy & Governance Knowledge
  + Awareness of land governance, land deals, and international investment trends
  + Understanding of regulations on offshore finance and tax havens
  + Experience with land tenure systems and their implications

# LANGUAGE

* Excellent English required
* Spanish and French desirable

**FUNCTIONAL COMPETENCIES**

* Detail-oriented, able to spot inconsistencies in datasets
* Independent worker, but also collaborates well in a team
* Strong communication skills for presenting findings

**CORE COMPETENCIES**

* Research & reporting
* Strong analytical and critical thinking skills
* Ability to visualise findings through charts, graphs or maps