TERM OF REFERENCE (ToR)

FOR THE RECRUITMENT OF 2025 CSC PROGRAM

**GENERAL INFORMATION**

**Post Title:** Recruitment of 2025 CSC interns

**Host Organization: IFAD/ILC**

**Host Department/Division: ILC**

**Duty Station:** In presence

**\***subject to change according to world-wide COVID-19 situation

**Expected Places of Travel: Rome**

**Duration: 6 months**

**Expected Start Date: July 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.

Land data is a crucial component of ILC, with the support of a range of land initiatives, such as the Land Matrix. The Land Matrix is a global, independent initiative that monitors and promotes transparency in large-scale land acquisitions. It serves as an open-access database that collects, analyzes, and shares data on land deals worldwide, particularly those involving foreign or large-scale investments.

# Duties

The Land Matrix database includes information on ownership chains, tracing the entities involved in land investments. This allows for a better understanding of who ultimately controls land acquisitions, including links between parent companies, subsidiaries, and financial actors.

As part of the internship, the intern will analyze these ownership structures, with a particular focus on the role played by tax havens in land investments. This will involve examining how companies registered in offshore financial centers influence land deals, identifying patterns of investment, and assessing potential implications for transparency, governance, and accountability in land acquisitions.

To analyze the **ownership structures of land investments** and the role of **tax havens** using **Land Matrix data**, the intern will follow these key tasks:

1. Data Extraction & Cleaning

• Identify relevant datasets from the Land Matrix related to large-scale land acquisitions.

• Extract key variables, including investor names, parent companies, subsidiaries, country of registration, and land deal details.

• Standardize company names to ensure consistency across records.

2. Ownership Chain Mapping

• Use company registries, corporate reports, and open databases (e.g., OpenCorporates, Orbis) to trace ownership structures.

• Link investors to parent companies and subsidiaries, mapping corporate networks across different jurisdictions.

• Identify ultimate beneficial owners (UBOs) where possible.

3. Identifying Tax Haven Involvement

• Cross-reference investor registration locations with lists of tax havens (e.g., OECD, Tax Justice Network).

• Assess the frequency and scale of land deals involving tax haven-based companies.

• Categorize the types of offshore entities involved (e.g., shell companies, holding firms, investment funds).

4. Financial & Investment Flow Analysis

• Investigate financial transactions, joint ventures, and funding sources linked to land acquisitions.

• Analyze how offshore financial centers facilitate investment flows in land deals.

• Examine potential tax avoidance strategies used by investors.

5. Case Study Development

• Select notable land investments with significant tax haven involvement for in-depth analysis.

• Trace the decision-making and impact of offshore ownership on land governance, local communities, and transparency.

• Document findings with visualizations (ownership trees, flowcharts, network graphs).

6. Reporting & Recommendations

• Synthesize findings into a report or presentation for internal use or external publication.

• Provide recommendations on how to improve transparency and accountability in land investments.

• Suggest policy or regulatory actions based on findings.

# EXPECTED DURATION OF ASSIGNMENT

**6 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 analyzing 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 haven 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
  + Experience writing reports, case studies, or policy briefs
  + Ability to visualize findings through charts, graphs, or ownership maps