



## **CONSULTANT (MECR)**

**OPEN TO INTERNAL & EXTERNAL CANDIDATES**

Organizational Unit : **MIGRATION, ENVIRONMENT & CLIMATE RESILIENCE**  
Duty Station : **COLOMBO**  
Type of Appointment : **CONSULTANCY**  
Duration : **6 MONTHS**  
Estimated Start Date : **ASAP**  
Closing Date : **17 May 2026**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to government and migrants.

IOM is committed to a diverse and inclusive environment. Read more about diversity and inclusion at IOM at [Diversity and Inclusion at IOM | International Organization for Migration](#) . Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

### **Project Context and Scope:**

With almost half of the world's population being impacted, climate change is the biggest threat to human health in the twenty-first century. Globally, the detrimental effects on health are already apparent, putting between 3.3 and 3.6 billion people at risk. As a country which is highly vulnerable to the impacts of climate change, the health impacts for Sri Lanka are imminent. Sri Lanka faces significant climate change related health challenges, including increased vector-borne diseases, heat stress, nutrition deficits, air pollution and other complexities. These challenges have profound implications for public health, such as rising incidences of dengue and heat-related illnesses, as well as worsening malnutrition among vulnerable populations.

The situation underscores the urgent need for improved communication strategies to raise awareness, promote preventive measures, and enhance community resilience against health impacts brought on by climate change and to promote community engagement in climate adaptation. Taking a multi-level approach, this project will strengthen the national policy environment through data, research, policy formulation, and capacity building for public health workers and agencies, while implementing grassroots actions at the community level to reduce vulnerability to climate change-induced health impacts. This project will develop a climate health risk communication strategy including an action plan which will capture the needs of the vulnerable groups. Through this community driven approach, vulnerable population will gain knowledge, adopt practices for their wellbeing and effectively manage their resources, reducing disease risk. The project aims to improve knowledge and behaviour, fostering resilience to climate-induced health impacts, alleviating the burden on the national health system. The comprehensive approach extends to enhancing central and provincial health systems, building stakeholder capacity, actively engaging with communities and providing resources. Contributing to universal health coverage, the project prioritizes health literacy and culturally appropriate information for marginalized communities, ultimately improving resilience of the communities and promoting equity across diverse population groups in Sri Lanka. This project will be implemented collaboratively with the Ministry of Health and the Ministry of Environment aligned with national programmes, strategies and commitments. This unique project will be instrumental in mainstreaming climate-health risk communication as an adaptation strategy in Sri Lanka.

### **Core Functions / Responsibilities:**

#### **National Community climate induced health-risk communication strategy**

- Conduct national consultative workshops to develop a National Climate Health-Risk Communication Strategy, guided by the findings and recommendations of the national assessment report.

Leveraging findings from the National Assessment, the Consultant will develop a National Community Climate-Induced Health-Risk Communication Strategy. Responsibilities include executing stakeholder mapping, designing a comprehensive workshop content plan, and acting as the primary technical lead for national consultative workshop to finalize the strategy. While the Consultant will spearhead these sessions and liaise with relevant officials, IOM staff will provide necessary logistical support and aid in facilitation

- Validate and digitally publish the National Climate Health-Risk Communication Strategy.

The validation of the communication strategy will be conducted in close coordination with the project's Technical Working Group and Project Steering Committee. As the primary technical facilitator, the consultant will lead the validation process, culminating in a national workshop to digitally launch the strategy and outline the implementation roadmap. IOM Sri Lanka will provide facilitative and logistical support for these events.

### **National Implementation Plan for climate-health risk communication**

- Formulate a National Implementation Plan for climate risk communication, aligned with the published health-risk communication strategy.

The Consultant will formulate the National Implementation Plan in strict alignment with the strategy, utilizing a national consultation workshop to gather stakeholder inputs and refine the final document.

Concurrently, the Consultant will develop a standardized training curriculum for climate-health risk communication, to be presented for technical review during the same consultative process.

- Validate and digitally publish the National Implementation plan and a Training Curriculum for climate health-risk communication based on the established strategy.

The validation of the National Implementation Plan and the Climate Health-Risk Communication Training Curriculum will be conducted in strict coordination with the project's Technical Working Group (TWG) and Project Steering Committee (PSC). As the lead technical facilitator, the consultant will steer this validation process, culminating in a national workshop to digitally launch both documents and establish the strategic roadmap for future implementation. IOM staff will provide the necessary logistical support and facilitative aid for these sessions.

- Conduct sensitization workshops for government officials on planned community engagement programs, including one national session and four district-level sessions in the selected pilot areas.

In coordination with IOM Sri Lanka, the Consultant will facilitate sensitization workshops for government officials regarding the community engagement strategy. This involves acting as the primary technical expert for one national session and four sub-national sessions in the pilot districts to ensure stakeholder alignment and project buy-in.

### **Training of Trainers (ToT) manual on Climate Health Risk Communication and capacity building**

- Develop a Training of Trainers (ToT) manual for climate health-risk communication

The consultant will develop a Training of Trainers (ToT) manual for Climate Health Risk Communication, grounded in the findings of the National Assessment, the validated Communication Strategy, and the National Implementation Plan. This manual will be a practical, participatory, and replicable resource designed to equip trainers with the essential tools and methodologies for effective community-level engagement. Key thematic areas will include:

- Vulnerability mapping for targeted community health communication.
- Identification of climate- and disaster-related health hazards.
- Development of risk-informed messaging localized to specific contexts.
- Inclusive communication strategies addressing the needs of women, children, the elderly, persons with disabilities, and displaced populations.

Following validation by the Project Steering Committee, the manual will be digitally published as a national resource. This process aims to institutionalize the curriculum within the Ministry of Health’s annual training agenda, ensuring long-term sustainability and systemic integration.

- Deliver 12 ToT sessions across four districts (three sessions per district).

Upon validation of the Training of Trainers (ToT) manual, a pilot phase will commence in four selected districts to equip Medical Officers of Health (MOH) and relevant officials with the skills to serve as lead trainers. These newly certified trainers will then cascade this knowledge through community-level capacity-building initiatives, targeting peer educators and residents in high-risk areas. This cascading model creates a seamless transition from national strategy to localized action, ensuring that climate-health risk communication is institutionalized within existing public health systems to foster long-term community resilience.

Expected Outputs and Target Completion:

| No | Expected Output  | Target Completion since the day of contract |
|----|--|---|
| 01 | <p><b>National Community climate induced health-risk communication strategy</b></p> <ul style="list-style-type: none"> <li>• Conduct national consultative workshop to develop a national community health-risk communication strategy based on the findings and recommendations of the national assessment report.</li> <li>• Develop, Validate and digitally publish the national community health-risk communication strategy.</li> </ul>   | within 12 weeks                             |
| 02 | <p><b>National Implementation Plan for climate-health risk communication</b></p> <ul style="list-style-type: none"> <li>• Develop a national implementation plan for climate risk communication in alignment with the national health risk communication strategy developed.</li> <li>• Develop, Validate and digitally publish a national implementation plan for climate health risk communication based on the national communication strategy published.</li> <li>• Facilitate sensitization workshops for government officers on the planned community training and engagement programmes at national level and in selected districts.</li> </ul> | within 14 weeks                             |
| 03 | <p><b>Training of Trainers (ToT) manual on Climate Health Risk Communication and capacity building</b></p> <ul style="list-style-type: none"> <li>• Develop Training of Trainers (ToT) curriculum for climate health risk communication.</li> <li>• Conduct ToT for MOH Officers on tools i.e., vulnerability mapping for community health communication with special focus on climate and disaster related health hazards.</li> <li>• Technical facilitation in 4 ToT sessions across four districts.</li> </ul>  | within 24 weeks                             |

### Performance Indicators for Evaluation of Results

- **Timeliness of deliverables:** 100% of key deliverables (Strategy, Implementation Plan, ToT Manual, trainings) submitted within agreed timelines (8, 14, and 20 weeks)
- **Quality of outputs:** At least 90% compliance with agreed technical requirements and alignment with national assessment findings, as validated by IOM and the Technical Working Group
- **Validation and approval:** All major outputs (3/3) formally endorsed by the Project Steering Committee
- **Stakeholder engagement effectiveness:** Minimum 2 national workshops and 4 district-level workshops successfully conducted with documented participation and feedback incorporated into final outputs

- **Training delivery and reach:** Completion of 100% of planned sessions (minimum 12 ToT sessions + 5 sensitization workshops) with at least 80% participant satisfaction rate
- **Knowledge transfer and usability:** At least 80% of trained participants demonstrate improved understanding (based on pre/post or feedback assessments)
- **Sustainability and institutionalization:** Strategy, Implementation Plan and ToT Manual formally adopted or integrated into relevant Ministry systems (e.g., training agenda or policy framework).

## Travel

Consultant will be required to carry out official travel when applicable.

## **Required Qualifications and Experience**

### Education

- An advanced university degree (Master's or PhD) in Public Health, Environmental Science, Health Communication, Development Studies, or a related field from an [accredited academic institution](#).

### Experience & Skills

- At least 15 years of professional experience in developing National Strategies or Implementation Plans, specifically within the Sri Lankan health or environmental sectors.
- At least 15 years professional experience in health emergency management and disaster preparedness and response.
- At least 15 years' experience in environment management including environment health.
- At least 10 years' experience in public health programme implementation and management at national, district and community level.
- Experience in Curriculum Development and conducting training programmes for healthcare staff.
- Experience in developing risk communication strategies and health promotion.
- Extensive experience in Stakeholder Mapping and facilitating high-level consultative workshops with bodies such as the Ministry of Health and the Disaster Management Centre.
- Ability to translate complex scientific findings (from National Assessments) into risk-informed messaging for community-level engagement.
- Prior experience working with **UN agencies** (IOM, WHO, UNDP) and a deep understanding of the Sri Lankan public health administrative structure is highly preferred

### Languages

- Excellent report writing and presentation skills in English.
- Fluency in Sinhala and/or Tamil is essential for conducting district-level pilot sessions and engaging with frontline Medical Officers of Health (MOH).

### **Required Competencies**

#### Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates the ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

#### **Core Competencies** – Behavioural indicators - *level 1*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

***Other:***

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks.

**How to apply:**

Candidates with the required qualifications and competencies are invited to submit their candidature for the position via the applicable links below **by 11.59 PM (Sri Lanka Time), Sunday 17<sup>th</sup> May 2026.**

[View the internal job posting](#) - **Internal Candidates**

[View the external job posting](#) - **External Candidates**

Only shortlisted candidates will be contacted.

**Posting period:** From 08.05.2026 to 17.05.2026

**No Fees:** IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts during the selection process