



CONSULTANT (MECR)

Policy Analysis on Addressing Climate Mobility in Sri Lanka

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 : **31 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:

To conduct a policy analysis assessing the extent to which climate-related migration, displacement and planned relocation can be better integrated to Sri Lanka's national and sub-national climate and disaster related policies, strategies, governance and financing frameworks, building explicitly on existing national research, assessments and strategic roadmaps already developed under this project and related initiatives. Building on this analysis, the consultancy will focus on identifying and operationalizing practical entry points for integrating human mobility considerations into climate change and disaster risk reduction policies, including their implementation and investment planning processes across relevant national and sectoral frameworks (e.g. national climate and disaster policy processes).

Through targeted policy assessment and structured consultations with government and key stakeholders, the assignment will support the development of actionable recommendations, policy integration pathways and a governance- focused pipeline of priority actions to strengthen the inclusion of climate mobility within national commitments on enhancing Climate Resilience. The findings will contribute to a National Dialogue on Climate Mobility and inform a policy-oriented high-level outcome to support the implementation of climate mobility priorities in Sri Lanka.

Core Functions / Responsibilities:

Sri Lanka has already taken important steps to address the challenges of Climate Change through a range of national policy frameworks. Key instruments include the National Adaptation Plan (NAP) for Climate Change Impacts (2016 2025), the National Disaster Management Plan (NDMP) (2023 2030), the National Policy on Climate Change (2023) and the Third Nationally Determined Contributions (NDC 3.0) (2026 2035).

This consultancy is part of a sub-regional project "Comprehensive Approach to Climate Mobility in South Asia" implemented by the International Organization for Migration (IOM), funded by the European Union.

Scope of the Assignment

change and disaster risk reduction policy frameworks, with a focus on implementation and investment planning. The consultant will undertake the following:

1. Build on existing analysis

Review and consolidate relevant findings from existing regional and national analyses performed by IOM to identify priority policy entry points for integrating climate mobility. The assessment will focus on operational, institutional and implementation dimensions, explicitly avoiding duplication of descriptive policy reviews or re-analysis of climate mobility linkages already established in existing studies.

2. Conduct targeted policy assessment

Undertake a focused assessment of selected national frameworks, including but not limited to the National Adaptation Plan (NAP), Nationally Determined Contributions (NDCs), National Disaster Management Plan (NDMP) and relevant sectoral policies, to examine how climate mobility considerations can be integrated into adaptation, mitigation, loss and damage and just

transition processes, including associated implementation and investment plans, as relevant. The assessment will identify priority entry points, sequencing considerations and responsible institutions for integration, distinguishing between short-term (12-24 months) and medium-term actions where feasible, based on ongoing or soon to be established processes.

3. Identify and validate climate mobility priorities

Identify and validate national and selected sub-national climate mobility priorities by refining, prioritizing and contextualizing existing evidence, programmes and initiatives, rather than generating duplicative research, including through: Mapping of existing evidence, programmes and initiatives related to climate mobility. Consultations with national and sub-national stakeholders (subject to feasibility) This will result in a prioritized set of climate mobility needs and opportunities grounded in both policy and practice.

4. Conduct stakeholder consultations

Design and facilitate structured consultations, including:

- An initial consultation workshop
- Key informant interviews with government, technical agencies, CSOs and development partners
- Selected sub-national level consultations
- A validation workshop

All consultations will ensure inclusive participation and documentation of outcomes and will be designed to validate findings, test feasibility of proposed policy integration pathways, and build ownership around priority actions, rather than to replicate analytical work already completed.

5. Develop policy integration pathways

Develop clear and actionable recommendations to integrate human mobility considerations into climate change, disaster risk reduction and relevant sectoral policies. This will include identifying entry points within existing policy commitments, institutional arrangements, coordination mechanisms and implementation pathways. Recommendations should consider how existing mandates, planning cycles and governance structures can be used or strengthened to support coherent climate mobility action, including coordination, resourcing and accountability considerations. Attention should also be given to whether an additional policy oriented instrument, such as a national declaration or consolidated policy outcome would be necessary or desirable to better bring together existing references to climate mobility across national frameworks.

6. Develop a governance-focused climate mobility action pipeline

Building on the existing national Roadmap on Climate Mobility and related assessments, develop a governance-focused pipeline of priority actions to support the operationalization of climate mobility. The pipeline should focus on policy, coordination, institutional and planning measures required to strengthen climate mobility governance at national and, where relevant, selected sub-national levels. The pipeline may include indicative actions related to policy integration, inter-agency coordination, technical working mechanisms, data-policy linkages, capacity strengthening, consultation processes, development of guidance tools, and alignment with relevant national planning processes. It should not constitute a full Climate Mobility Investment Plan or a detailed portfolio of community-level interventions but may identify where further dedicated investment planning or community-level programming would be required. The pipeline should include indicative sequencing, responsible or relevant institutions, potential implementation modalities, and possible financing or partnership entry points where these can be reasonably identified through policy analysis. Consideration should also be given to whether the existing Climate Mobility Roadmap should be refined, updated or repositioned to support implementation.

7. Produce outputs and deliverables

- Brief inception report (providing a clear articulation of how the consultancy will build on existing national assessments and the Climate Mobility Roadmap, including what will not be re-analysed).
- Consultation reports (national and sub-national, as applicable)
- Mapping of existing climate mobility programmes (selected locations and sector wise)
- (High level) Outcome document on national and local climate mobility priorities
- Policy integration paper identifying entry points for incorporating climate mobility into selected policy commitments and implementation plans validated by the Ministry of Environment and Ministry of Defense
- Climate Mobility Investment Plan, including Project Pipeline and Implementation Plan

8. Ensure coherence and cross-cutting integration

Ensure alignment with related project components, including the Data Gap Analysis and Gender Desk Review and apply cross-cutting principles including gender equality, disability inclusion, human rights-based approaches, protection and conflict sensitivity.

01	Inception Report (methodology, workplan, consultation plan, analytical framework, providing a clear articulation of how the consultancy will build on existing national assessments and the Climate Mobility Roadmap, including what will not be re-analysed)	Within 3 weeks of commencement
02	Consultation Outputs (initial consultation workshop report, KIIs summary national, sub-national consultations – as applicable)	End of Month 2
03	Mapping of Existing Climate Mobility Initiatives (related programmes, initiatives and governance mechanisms in selected sectors/locations s)	End of Month 3
04	High-level outcome document on national and local climate mobility priorities (` priorities validated through consultations)	End of Month 4
05	Policy Integration Paper (entry points for integration into NAP, NDCs, NDMP and sectoral policies, including i governance, coordination, implementation and resourcing considerations commitments, coordination mechanisms and implementation processes, validated by relevant government counterparts)	End of Month 5
06	Governance-Focused Climate Mobility Action Pipeline and Implementation Pathways	
07	Final Consolidated Report (including validated findings and inputs from National Dialogue)	End of Month 6

Performance Indicators for Evaluation of Results

- Depth and comprehensiveness of policy analysis
- Quality and practicality of recommendations
- Effective facilitation of consultation and validation workshops
- Timely delivery of output
- Alignment with national priorities and project objectives
- Quality of written documentation and policy matrices
- Effective engagement with government and technical stakeholders
- Alignment with regional methodological approaches
- Timely incorporation of feedback from IOM and stakeholders into deliverables

Travel

The consultancy will be primarily Colombo-based. Travel may be required for consultation and validation workshops at national or selected sub-national levels, in coordination with the Project Manager. Flexible working arrangements may be agreed upon.

Required Qualifications and Experience

Education

Advanced degree in Public Policy, Climate Change, Law, Development Studies, Governance or related field from an [accredited academic institution](#).

Experience & Skills

- Minimum 8 years of experience in public policy analysis, climate governance, disaster risk reduction or migration policy.
- Strong understanding of Sri Lanka's climate change, disaster management and development planning framework
- Demonstrated experience in conducting policy reviews and institutional analyses frameworks
- Experience facilitating multi-stakeholder consultations
- Strong analytical and report-writing skills
- Experience working with government institutions and/or UN agencies

Languages

Fluency in English (knowledge of Sinhala and/or Tamil is an asset)

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 31st May 2026.**

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

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

Candidates are requested to submit the following as attachments when they apply using the links above;

1. Curriculum Vitae (CVs)
2. Brief experience on prior project, inclusive of at least 2 examples of prior relevant work (assessments/ research, etc)
3. Technical and Financial Proposal -The technical proposal should include examples of suggested policies and literature to be considered in the analysis, a Proposed methodology, order of conduct of the activities with a proposed timeline. The financial proposal for payments- including the total cost of assignment such as consultancy fees and other miscellaneous costs.

Only shortlisted candidates will be contacted.

Posting period: From 22.05.2026 to 31.05.2026

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