# CONSULTANT (MECR)
# Data Gap Analysis on Disaster-Related Mobility in Sri Lanka

**OPEN TO INTERNAL & EXTERNAL CANDIDATES**

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|---|---|---|
| Organizational Unit | : | **MIGRATION, ENVIRONMENT & CLIMATE RESILIENCE** |
| Duty Station | : | **COLOMBO** |
| Type of Appointment | : | **CONSULTANCY** |
| Duration | : | **6 MONTHS** |
| Estimated Start Date | : | **ASAP** |
| Closing Date | : | **11 June 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:**

Climate change is one of the fundamental challenges for sustainable development in the 21st century and is likely to have significant impacts on Sri Lanka1. Rising temperatures, unpredictable rainfall patterns, floods, prolonged dry spells and droughts, storms, intense lightning and hurricanes, together with land degradation and human-wildlife conflicts, are some of the main impacts that climate and environmental change are having on communities across the country. These climate-related hazards magnify the risks and uncertainties of human life and livelihoods, jeopardizing the living standards, livelihoods, and well-being (material, social, and cognitive) of people across the country.

The impacts on vulnerable communities are particularly acute, especially for those living in climate-vulnerable zones and who rely upon nature-based livelihoods such as farming and fishing. In addition, daily paid jobs and self-employment are also directly and indirectly affected due to climate shocks due to reduced coping capacities and increased vulnerability.
Human mobility linked to climate change, disasters and environmental degradation takes place in multiple forms, including migration, displacement, and planned relocation, amongst other forms of mobility and immobility.

The decisions to migrate in the context of climate change, disasters and environmental degradation can span extended periods such as in the case of slow-onset environmental degradation that reduces crop yields over multiple seasons, leading to eroding incomes. Sudden-onset events force immediate decisions to flee, such as in cases of displacement due to floods or landslides. Sudden-onset events force immediate decisions to flee, such as in cases of displacement due to floods or landslides. Recent events, including Cyclone Ditwah (2025–2026), have further demonstrated the scale and urgency of such movements. At the peak of the event, the DMC situational report data indicated that over 2 million individuals were affected, including more than 270,000 internally displaced persons across the country.[OBJ] Ongoing situation reports from the Disaster Management Centre (DMC) further indicate3, Kandy, Kegalle, Matale, Badulla and Nuwara Eliya,[OBJ] highlighting the need for strengthened data systems, monitoring mechanisms and anticipatory planning for climate-related mobility. However, environmental degradation and natural hazards rarely act in isolation. Human mobility is driven by multiple and interrelated factors: economic, political and socio-cultural.

Displacement and migration can happen either permanently or temporarily within a country or across administrative borders. Although displacement is mostly a direct impact of climate-related disasters, other forms of migration are also influenced by social, political, economic, demographic, and environmental drivers (anyone or many of which can cause migration). Thus, human mobility in the context of climate-related events is a multi-dimensional issue. With the right conditions in place, migration can be a powerful tool for climate adaptation. It can diversify income sources, create new livelihood opportunities, and enhance people's knowledge and skills. For example, planned evacuation as a disaster management strategy has significantly reduced the risk of deaths, here in Sri Lanka and overseas. Furthermore, state-led, community driven planned relocation initiatives in landslide-prone areas in the central hills of the country have proven necessary steps towards mitigating disaster risks and anticipatory actions for disaster risk reduction. However, such mobilities can also produce negative outcomes, including increased trauma, loneliness, loss of livelihood, access to education, heavy workload, conflict, loss of social cohesion, loss of identity, loss of socioeconomic and cultural ties, stress of the new environment, burden on health, hygiene, and sanitation, loss of routine lifestyle. Ultimately, these negative impacts affect the material, relational, and subjective aspects of wellbeing. A safer and secure environment for settlement is crucial for people affected by climate change. Since this is an

accelerating phenomenon with surging climate change-related disasters, policy interventions and inclusivity are of paramount importance.

While disaster response systems are relatively well established, climate-related human mobility remains insufficiently integrated into national data systems and development planning frameworks. Multiple institutions collect disaster-related data; however, methodologies, definitions, indicators, and reporting systems are not harmonized to the extent possible. Displacement data is often event-based and short-term, with limited tracking of extended displacement, planned relocation, slow-onset mobility, anticipatory movement, and gender- and socio-economic dimensions. Recent discussions at the 69th National Disaster Management Coordination Committee (NDMCC) underscored the urgent need to review and operationalize the National Disaster Management Plan (NDMP) and National Emergency Operations Plan (NEOP), particularly in light of lessons learned from Cyclone Ditwah.

In this context, a comprehensive Data Gap Analysis is required to systematically assess the existing data ecosystem related to climate mobility and particularly on disaster-related displacement in Sri Lanka. The assignment will identify the existing frameworks/tools used in data collection, identify strengths, gaps, inconsistencies, duplication and coordination challenges, and provide practical and harmonized recommendations to strengthen existing systems. This assessment also contributes to the planned revision of the NDMP and NEOP by providing evidence-based insights and practical recommendations derived from the gaps and priorities highlighted during the NDMCC discussions.

**Core Functions / Responsibilities:**

To conduct a comprehensive Data Gap Analysis on Disaster-related Mobility in Sri Lanka. The consultancy will review existing data systems, tools, governance structures, coordination mechanisms and institutional mandates related to climate-induced displacement, migration and planned relocation. The assessment will identify gaps, overlaps, inconsistencies, and provide harmonized methodological and institutional recommendations aligned with national and regional approaches.

Tentative research questions are:

Existing Data and Data Systems

- What data on climate change, disasters and human mobility are currently collected?
- What are the major gaps, overlaps, and inconsistencies in current disaster-related and climate-mobility data?
- What national and subnational mechanisms and systems exist that currently collect data on disaster impacts, displacement, and mobility?
- What are the gaps, constraints, and inconsistencies in these data systems?

Governance & Coordination

- How effectively do government institutions coordinate on climate change, disaster management, and human mobility?
- What information flows exist between communities and institutions?
- How effectively do existing Early Warning Systems capture and communicate risks?
- What are the gaps in EWS communication channels, especially for affected population?
- What institutional or operational constraints hinder coherent governance of climate mobility?

Improvements needs

- How can existing systems better capture climate-related mobility?
- What improvements are required for data collection tools, forms, digital systems, and workflows?
- How can traditional and scientific knowledge be combined to improve climate-risk monitoring and mobility forecasting?
- What should be pilot-tested in selected districts—and why those districts?

The findings of this assessment will support evidence-based policy formulation at the national level in relation to climate mobility. The analysis will also inform the work of the relevant government ministries, departments and agencies and contribute to strengthening existing disaster-related data collection and management mechanisms. It will also provide a clear understanding of current gaps to guide improved policy integration and planning processes on climate mobility data.

*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.*

"A Comprehensive Approach to Climate Mobility in South Asia" is a three-year sub-regional initiative designed to strengthen how climate-related migration and displacement are governed across seven countries in the region. The project focuses on

advancing coherent, forward-looking national and regional frameworks that can guide governments as they respond to the growing impacts of climate and environmental change on human mobility.

**Scope of the Assignment**
Conduct a comprehensive assessment, responding to the research questions, of existing national and sub-national data and data governance systems on disaster displacement, migration and relocation with an emphasis on identifying gaps and areas of improvement for better governance of climate mobility.

- Map institutional mandates and coordination structures, clearly identifying which institutions collect, compile, validate and disseminate climate and displacement-related data, and assess the effectiveness of inter-agency coordination mechanisms.
- Review and analyse existing data collection, compilation and reporting methodologies, including indicators, definitions, tools, reporting formats, frequencies, and levels of disaggregation (sex, age, disability, ethnicity, socio-economic status) and current challenges respectively.
- Examine data-sharing frameworks, including data interoperability, information management systems, political or institutional sensitivities, and barriers to harmonization.
- Map out the current data collection and dissemination pathway from GN level to National and the practical pathway of risk communication and EWS Dissemination up to ground level.
- Analyse the applicability, efficiency and usability of existing tools, identifying areas where tools exist but are underutilized, outdated, or inconsistently applied.
- Review existing Early Warning Systems (EWS) and analyse the linkages between disaster-related data systems and established disaster management Standard Operating Procedures (SOPs) and contingency planning frameworks, including identifying gaps in adequacy, coordination, and practical application.
- Provide clear, practical and prioritized recommendations including:
  - Standardized displacement and climate mobility indicators
  - Methodological harmonization options
  - Institutional coordination improvements
  - Data-sharing protocols
  - Capacity strengthening needs
  - Options for pilot testing strengthened data tools in selected districts

- Support and facilitate national/local validation workshops and incorporate the recommendations from the stakeholders into the final report.
- Ensure cross-cutting integration, including gender-responsive data collection, disability inclusion, human-rights-based data governance, and conflict-sensitive approaches.

The individual consultant shall be reporting to the Project Manager of the MECR unit. The consultant will be directly responsible for the assessment's activities, progress and the accuracy of the output. The activities in connection with the assessment will be conducted by the consultant with consultation and consent from the IOM team.

| Deliverable No. | Deliverable | Deliverable By |
|---|---|---|
| 01 | Inception Report including methodology, analytical framework, stakeholder mapping and work plan, as well as suggested structure of the report | Within 7 days |
| 02 | Early evidence of Existing Climate Mobility and Disaster Data Systems (tools, institutions, mandates, methodologies, indicators, coordination mechanisms) | Within 15 days |
| 03 | Draft Data Gap Analysis Report including findings from desk review and consultations | within 35 days |
| 04 | Validation Workshop Presentation and Summary of Feedback | Within 38 days |
| 05 | Final Data Gap Analysis Report incorporating recommendations, harmonization roadmap and institutional strengthening options. | Within 42 days |

In addition to the set deliverables, the consultant shall weekly report to the Project manager of the progress of the project activities.

**Performance Indicators for Evaluation of Results**

- Timely submission of deliverables.
- Effective engagement with government and technical stakeholders, taking into account relevant inputs from stakeholders.
- Effectively and clearly addresses comments from report reviews.
- A comprehensive and concise assessment report, responding to the research questions.
- Quality and comprehensiveness of data mapping.
- Recommendations from the gap analysis are SMART and relevant to stakeholders.
- Quality of written outputs in alignment with IOM House Style manual.

**Travel**

The consultancy will be primarily Colombo-based with consultations at national level institutions. Travel to selected districts may be required in coordination with the Disaster Management Centre and National Disaster Relief Services Centre.

***Required Qualifications and Experience***

**Education**

- Master's degree in Climate Change, Disaster Risk Reduction, Migration Studies, Public Policy, Data Science or any other relevant area from an accredited academic institution.

**Experience & Skills**

- Minimum 7 years of experience in disaster data systems, migration data, climate risk analysis or related fields
- Demonstrated experience in conducting institutional or data gap analyses
- Strong understanding of Sri Lanka's disaster management and climate governance frameworks
- Experience working with government institutions and UN agencies
- Proven analytical and report-writing skills
- Fluency in English (knowledge of Sinhala and/or Tamil is an asset)
- Experience with displacement tracking systems (e.g., DTM, IDMC methodologies)
- Preferably prior working experience with a UN organization or an INGO, in similar line of work and in close coordination with Disaster Management Centre and the National Disaster Relief Service Centre

**Languages**

Good command of English and Dhivehi (spoken, written and presentation) including word processing skills in both languages, and writing skills according to set formats and guidance.

***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), Thursday 11th June 2026.**

**Candidates are requested to submit the following as attachments when they apply using the links below**

1. **Curriculum Vitae (CVs)**
2. **Demonstrated experience on prior projects relevant to data on disaster, displacement, migration or frameworks**
3. **Technical and Financial Proposal - The technical proposal should include a Proposed methodology, examples of suggested policies and literature to be reviewed, 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.**

**View the internal job posting - Internal Candidates**

**View the external job posting- External Candidates**

Only shortlisted candidates will be contacted.

**Posting period:** From 05.06.2026 to 11.06.2026

**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