



CONSULTANT (MECR)

Strengthened Diaspora Engagement to Leverage Support and Contributions for Locally Led Climate Action in South Asia

OPEN TO INTERNAL & EXTERNAL CANDIDATES

Organizational Unit : **MIGRATION, ENVIRONMENT & CLIMATE RESILIENCE**
Duty Station : **COLOMBO / Home Based**
Type of Appointment : **CONSULTANCY**
Duration : **6 MONTHS**
Estimated Start Date : **ASAP**
Closing Date : **14 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:

This international consultancy will provide technical expertise and hands-on support to map diaspora associations in selected EU Member States, strengthen outreach and initiate capacity enhancement on climate mobility for selected diaspora associations, and identify opportunities for diaspora engagement in climate action across India, Nepal, Bangladesh, and Sri Lanka. The consultant will determine the relevant EU countries and produce a structured mapping of diaspora associations linked to these four countries.

Diaspora communities are increasingly recognized as pivotal actors in climate action, not only because of their strong transnational ties but also due to the economic, human, social and cultural capital they can mobilize to support a just and green transition. As noted in global frameworks such as the Dublin Declaration ([Final_GDS_Outcome Document 220405 adopted ENG.pdf](#)) and reflected in IOM's 3E approach in [Diaspora Engagement | IOM, UN Migration](#), diasporas bring unique capacities from remittances and green investments to skills transfer, policy advocacy, and the sharing of traditional ecological knowledge that can strengthen adaptation, mitigation and resilience efforts in countries of origin.¹ Yet, despite this potential, their contributions to climate action remain largely untapped. Mapping diaspora associations, individuals and organizations is therefore essential to identify where diaspora expertise, networks and resources exist, and how they can be strategically engaged to support climate-resilient development across India, Nepal, Bangladesh and Sri Lanka. This proposed mapping is also important for governments in India, Nepal, Bangladesh and Sri Lanka, as it supports the strengthening of policies related to climate adaptation, mitigation and resilience.

Climate change is increasingly reshaping livelihoods across South Asia, with countries like Sri Lanka, India, Bangladesh, and Nepal facing rising temperatures, erratic rainfall, floods, droughts, and other environmental pressures that particularly affect rural and nature-dependent communities. As these impacts intensify and reduce coping capacities, different forms of human mobility—internal and international migration, displacement, and relocation—are becoming key adaptation strategies. While migration can support resilience through income diversification, skill development, and remittances, it can also create new vulnerabilities and social pressures. In this context, engaging diaspora communities presents an important opportunity to support resilience-building, knowledge exchange, and community-level climate adaptation across the region.

In this context, mapping diaspora associations is essential, as despite their strong potential to support climate resilience, there is currently no clear cross-country understanding of who they are, where they are based, or how to engage them effectively. Diaspora networks across the EU vary widely in structure, capacity, thematic interests and willingness to support climate initiatives, yet existing engagement mechanisms remain fragmented and underutilized. By identifying and profiling these associations, this consultancy will provide the foundational evidence needed to design targeted outreach strategies, strengthen partnerships, and unlock financial, technical and knowledge-based contributions from diaspora groups to support climate action in India, Nepal, Bangladesh and Sri Lanka.

Core Functions / Responsibilities:

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, evidence-based and 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.”

Objective: To produce a comprehensive mapping of diaspora associations, individuals and diaspora organizations in at least ten EU Member States in order to strengthen diaspora-led climate action across four South Asian countries.

Tentative Research Questions:

- In what ways could EU-based diaspora associations* from Bangladesh, India, Nepal and Sri Lanka be better engaged in local climate adaptation, disaster preparedness and community resilience initiatives and Policy processes?
- What are the relevant diaspora associations, individuals, diaspora organizations originating from Bangladesh, India, Nepal and Sri Lanka in EU Member States that could be engaged in local climate action and policy processes such as through knowledge and skills exchange, financial and technological investments and community-led climate resilience initiatives?
- What are the broad areas of interventions, trusted implementation modality/preferred mode of engagement for different diaspora associations when they contribute to origin countries? Engagement would mean broadly, philanthropic contribution, investment, technical assistance, knowledge and technology transfer, relief distribution in disaster period, trade, etc.
- What platforms and engagement strategies already exists for diaspora associations and individuals to enhance climate action in Bangladesh, India, Nepal and Sri Lanka?
- What is the readiness of different diaspora associations to participate in co-creation, piloting, and iterative learning around climate mobility solutions, and what conditions would enable them to move from advocacy to experimentation and implementation?
- Which diaspora-led or diaspora-supported climate initiatives show potential for replication or scaling across countries or corridors, and what enabling factors (policy, finance, trust, governance) made them viable?

Scope of the Assignment

The international consultant will determine, in consultation with IOM and country offices, the final selection of at least 10 EU Member States based on diaspora concentration and diversity ([Diaspora Mapping Toolkit | IOM Publications Platform](#), good practices, and available literature). A light-touch diaspora mapping database shall be developed to cover all European Union (EU) Member States. In addition, a comprehensive, in-depth mapping—encompassing stakeholder outreach and identification of engagement opportunities—shall be conducted for ten (10) selected EU countries, as proposed by the Consultant and subject to prior approval by IOM. **The international consultant will hire, manage, and mentor national consultants in South Asia (India, Nepal, Bangladesh, Sri Lanka)**, with each national consultant supporting stakeholder mapping, government liaison, and local validation activities in their respective capital city. The consultancy will adopt a phased approach to ensure a comprehensive and systematic assessment inclusive of:

Hiring National Consultants

- The International Consultant shall be responsible for the recruitment of National Consultants across South Asia (with the exception of Bangladesh, where IOM will directly engage a National Consultant). The International Consultant shall retain full and sole accountability for the quality, timeliness, and completeness of all final deliverables under this assignment.
- The International Consultant shall oversee the end-to-end recruitment, management, supervision, and mentoring of all National Consultants engaged under this assignment in South Asia (Except Bangladesh). All costs associated with the engagement of National Consultants in India, Sri Lanka and Nepal shall be borne by the International Consultant and must be covered within the agreed overall consultancy fee.
- The National Consultants shall operate remotely and shall perform tasks as directed by the Lead International Consultant, who shall retain full discretion in determining the scope, allocation, and coordination of their work in alignment with the requirements of the assignment.
- Under the overall oversight and guidance of IOM, the National Consultants shall bear primary and strict responsibility for establishing and maintaining coordination with relevant government counterparts. This includes, but is not limited to, initiating and facilitating communications, arranging and scheduling meetings and calls, and undertaking any other

necessary coordination or administrative tasks required to effectively support the Lead International Consultant in the execution of the assignment.

Stakeholder Engagement

- Conduct consultations with key stakeholders, including:
 - IOM Country Offices in Bangladesh, India, Nepal and Sri Lanka, as well as IOM offices in the selected EU countries.
 - Embassies and High Commissions of the four South Asian countries in the ten selected EU Member States.
 - Government diaspora focal points and relevant organizations (e.g., diaspora units, foreign employment ministries, central banks, climate change agencies).
 - EU-based South Asian diaspora associations, individuals, professional networks, student groups, and community organisations.
 - Relevant EU institutions and programmes working on diaspora engagement, migration cooperation, integration or climate action.
- Engage diaspora leaders to understand their interests, capacities, and existing climate-related initiatives.

Research, data collection and Analysis

- The Consultant shall develop and deliver a comprehensive diaspora mapping database using a light-touch approach covering all European Union (EU) Member States, and shall submit to IOM the complete set of all data entries generated under this mapping; additionally, the Consultant shall conduct an in-depth diaspora mapping for ten (10) selected EU countries (as proposed by the Consultant and subject to prior written approval by IOM), including stakeholder identification, targeted outreach, and analysis of engagement opportunities, with all outputs delivered in accordance with agreed formats, timelines, and IOM quality standards.
- The consultant is required to identify, for each South Asian country, the top ten EU Member States where their diaspora populations are most concentrated. These lists should then be compared to select countries with the highest overlap, prioritizing those locations where different diaspora groups coexist, in order to maximize opportunities for exchange, learning, and diverse engagement.
- Conduct a desk review of:
 - Existing diaspora mapping studies by IOM, EU institutions, South Asian governments and academic sources.
 - Diaspora policies, remittance frameworks, migration governance and climate adaptation strategies of the four governments
 - Digital platforms and existing diaspora registries/databases
- Map diaspora associations across selected EU Member States, including:
 - Community associations
 - Professional bodies and sectoral groups
 - Business councils, SME/start-up networks and chambers of commerce
 - Alumni/student networks
 - Philanthropic and volunteer organisations
- Analyse diaspora association characteristics including:
 - Organisational structure
 - Thematic interests (e.g., climate and disaster resilience, education, development, humanitarian aid, just transition)
 - Membership and leadership patterns
 - Fundraising and outreach modalities
 - Potential for climate-related partnerships
- Identify and validate contact details, thematic focus and engagement potential.
- Conduct qualitative interviews with:
 - Diaspora association representatives and individuals and government agencies
 - Embassy diaspora officers
 - EU based climate action stakeholders (where relevant)
 - IOM focal points and national agencies in South Asian countries
- Conduct an email survey and structured questionnaires to capture diaspora perspectives on climate engagement, barriers and potential areas of cooperation.
- Prepare a comprehensive diaspora mapping database, including:
 - Verified lists of diaspora associations
 - Geographic coverage across EU Member States
 - Organisational / Individual profiles and areas of interest

- Climate engagement potential and recommended partnership pathways
- Identify gaps and opportunities for improved diaspora engagement relevant to climate adaptation, disaster preparedness and community resilience initiatives and Policy processes.

Reporting

- Develop a detailed inception report, including:
 - Conceptual framing and rationale for diaspora engagement in climate action
 - Research methodology, data collection tools, templates
 - Stakeholder engagement strategy
 - Work plan and timeline
 - Risks and mitigation strategies
- Develop a draft analytical report responding to the research questions, including:
 - Diaspora mapping results
 - Findings of the diaspora engagement potential and strategies for Climate Action in India, Nepal, Bangladesh and Sri Lanka
 - Barriers to climate engagement and opportunities for engagement and partnerships
 - Recommendations for structured outreach and engagement as well as capacity strengthening
- Produce the final consolidated report, incorporating revisions, annexes, datasets, methodological tools and contact directories.
- Present key findings and recommendations to project stakeholders in a PowerPoint Presentation
- Prepare a knowledge product- policy brief on diaspora engagement based on the findings of the mapping including the recommendations and validation of findings with diaspora stakeholders.

Expected Outputs, Target Completion & Payment Schedule:

No.	Expected Output	Deliverables	Deliverable by:	Payment %
01	Inception Report, Methodology & Workplan	<ul style="list-style-type: none"> • Comprehensive inception report covering: scope, conceptual framing, diaspora engagement rationale, cross-country linkages. Finalized and harmonized methodology for mapping of diaspora associations in the EU across 4 countries • Presentation to IOM during inception briefing. • Finalize the hiring of national consultants 	Within 5 weeks	
02	Diaspora Mapping Database (EU Member States)	<ul style="list-style-type: none"> • The Consultant shall deliver a light-touch diaspora mapping database covering all EU Member States, including submission of all data entries, and conduct in-depth mapping for ten (10) IOM-approved countries, including outreach and engagement analysis, in line with agreed standards and timelines • Full mapping database of diaspora associations from Bangladesh, India, Nepal and Sri Lanka across all 10 EU Member States. Validated entries (contact info, thematic interests, engagement potential etc). 	Within 10 weeks	Instalment 1 - 25%
03	Diaspora engagement - Draft Report	<ul style="list-style-type: none"> • Narrative analytical report synthesizing trends, opportunities, comparative insights across the four countries. • Country-wise diaspora profiles and engagement barriers. • Co-creation of Recommendations for targeted outreach, engagements and capacity enhancement per country. 	Within 5 weeks	Instalment 2- 50%

		<ul style="list-style-type: none"> • Presentation to IOM during inception briefing. 		
04	Final Consolidated Report & Presentation	<ul style="list-style-type: none"> • Final report combining mapping and recommendations. • Executive summary, annexes (datasets, templates, contact directories). • Presentation to IOM and stakeholders. • Final review and submit the final report • Prepare a knowledge product- policy brief and a slide deck on diaspora engagement based on the findings of the mapping including the recommendations. 	Within 4 weeks	Instalment 3 - 25%

The consultant will be contributing to the Project "**Comprehensive Approach to Climate Mobility in South Asia**", **Project Code NC0226**. 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.

Performance Indicators for Evaluation of Results

The consultant's performance will be assessed against the following indicators:

- High-quality inception package submitted on time and endorsed by IOM focal points.
- Comprehensiveness and accuracy of the diaspora mapping database, with 95% validated entries.
- Analytical depth in the mapping report, demonstrating clear segmentation of diaspora actors and engagement pathways.
- Final consolidated report submitted on time and meeting IOM quality standards (clarity, structure, evidence-based analysis).
- Timely communication maintained throughout (updates and coordination calls as agreed).
- In addition to the set deliverables, the consultant shall report to the Project manager on the progress of the project activities, as agreed. Products will be reviewed by IOM and comments are expected to be incorporated ensuring the quality of the expected products in a timely manner.
- All written outputs, including the inception report, mapping database and final analytical report, must adhere fully to the IOM House Style Manual to ensure consistency, clarity and institutional standards.
- Demonstrated experience in people management and team coordination.

Travel

This consultancy is home-based. It is considered as an advantage if the consultant is in an EU country. Travel is not anticipated but may be added subject to IOM approval and budget availability.

Required Qualifications and Experience

Education

- Master's degree in development studies, climate change, migration studies, sociology or any other relevant area from an [accredited academic institution](#).

Experience & Skills

- Minimum 7 years of experience in diaspora engagement, climate change, development studies or migration research.
- Demonstrated experience conducting mapping exercises or policy research, familiarity with EU diaspora knowledge would be an advantage.
- Demonstrating experience on prior research and assessments relevant to Diaspora Engagement, Migration, Disaster Risk Reduction and Climate Resilience.
- Proven analytical and report-writing skills.
- Experience working with UN agencies or government institutions is desirable.

Languages

Good command of English (spoken, written and presentation) including word processing skills 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), Sunday 14th June 2026.**

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

- Curriculum Vitae (CV).
- At least two (2) Examples of written products relevant to the thematic area, such as publications.
- 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 14.06.2026

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.