



INTERN (SCR)

Open to Internal and External Candidates

Organizational Unit	: SOCIAL COHESION AND RECONCILIATION
IOM Classification	: INTERN (SCR)
Duty Station	: COLOMBO
Salary Per Month	: LKR 50,000.00
Type of Appointment	: 6 MONTHS CONTRACT (With the possibility of extension up to 9 months)
Estimated Start Date	: AS SOON AS POSSIBLE
Closing Date	: August 25th, 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.

Context:

Under the overall supervision of the Chief of Mission (CoM) and direct supervision of the National Programme Officer (SCR); the successful candidate will be assigned with the following learning objectives / tasks;

Learning Objectives:

1. Develop a foundational understanding of IOM's work on social cohesion and reconciliation (SCR), including reparations, land-related issues, peacebuilding, trust building, mental health and psychosocial support (MHPSS), and community stabilization.
2. Learn how IOM supports conflict-affected communities through inclusive, conflict-sensitive, and dignity-centred programming.
3. Gain introductory exposure to community engagement approaches used to support peacebuilding, reconciliation, and inclusive participation through observation and guided participation.
4. Understand the role of civil society organizations (CSO) in strengthening community trust, reconciliation, and community stabilization.
5. Learn the basics of coordination with UN agencies, government stakeholders, and CSOs in advancing social cohesion and reconciliation initiatives.
6. Build basic documentation, note-taking, and reflection skills through participation in field activities, meetings, consultations, and programme discussions.
7. Gain exposure to the professional working environment at an International Organization.
8. Obtain a broad understanding of the programmatic work undertaken by IOM on different portfolios.
9. Undertake any other tasks as may be assigned.

Required Qualifications and Experience

Education

- Graduate / Final Year Undergraduate of a university degree program in Law, International Relations, Peacebuilding and Conflict Studies, or a related field from an [accredited academic institution](#).

Skills & Expertise

- Interest in social cohesion, reconciliation, peacebuilding, trust building, reparations, land-related issues, and community engagement.
- Basic understanding of inclusive, respectful, and culturally sensitive approaches when working with conflict-affected communities.

- Ability to support communications work, including drafting simple written content and developing infographics, presentations, social media materials, stories, photographs, videos, or similar content.
- Familiarity with basic design and presentation tools such as Canva, Adobe Suite, PowerPoint, or similar platforms is desirable.
- Good working knowledge of Microsoft Office applications, including Word, PowerPoint, Excel, and Outlook.
- Ability to work independently with minimal supervision while contributing positively to a team environment

Languages

Fluency in **English** and **Sinhalese / Tamil** is required; Fluency in all three languages is advantageous.

Required Competencies

Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates 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 2*

- 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:

Interested candidates are invited to submit their applications with the following documents:

- a) Detailed bio data
- b) Cover letter including two work related referees (non-related)

Kindly submit your application via email to HRSRILANKA@iom.int indicating position applied on subject line by **11.59 PM (Sri Lanka Time) on Tuesday 25th August 2026**.

Only shortlisted candidates will be contacted.

Posting period:

From 19.08.2026 to 25.08.2026

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.