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VACANCIES

MINISTRY OF AGRICULTURE, LIVESTOCK, LANDS AND IRRIGATION

CLIMATE RESILIENCE MULTI-PHASE PROGRAMMATIC APPROACH (CResMPA)

Recruitment of Project Staff and Short-term Consultants

The Government of Sri Lanka (GoSL) has received USD 92 million credit from the International Bank for Reconstruction and Development (IBRD), the World Bank for the implementation of the Climate Resilience Multi-Phase Programmatic Approach (CResMPA). The project is expected to improve forecasting and early warning systems for high-impact weather and hydrological hazards and develop multi-purpose water infrastructure in the Kelani Basin. This Project is implemented through the Ministry of Agriculture, Livestock, Lands and Irrigation.

Applications are hereby invited from the citizens of Sri Lanka for the following posts in the Project Coordinating Team (PCT) of the Climate Resilience Multi-Phase Programmatic Approach to work on a **full-time "Contract Basis"**:

01. Senior Programing Specialist (Monitoring, Evaluation & Learning (MEL) (PS3)) - 01 Post

Required Qualifications & Experience

I or II or III below

- A successfully completed Bachelor's Degree in the relevant field, which is recognized by the University Grants Commission;

AND

Minimum of 12 years of Post Qualification experience in Senior Managerial Level with demonstrated and proven experience in the Project Monitoring and Evaluation and development and management of Information Systems; Experience in developing and implementing of project result framework and Management Information System for a large development program funded by a donor agency is an added advantage.

WITH

Strong Track Record in:

- Project monitoring and evaluation (M&E) across large-scale development programs, particularly those supported by international development agencies.
- Designing and managing comprehensive Management Information Systems (MIS).
- Proficiency in data analysis and reporting, ensuring accurate and timely dissemination of information to stakeholders as progress reports, status reports and case study reports.
- Strong interpersonal and communication skills, both written and oral, with the capacity to engage effectively with diverse stakeholders.
- Proven leadership in team management, fostering a collaborative and results-oriented work environment.
- Experience in developing knowledge management materials and training of implementing agency staff on M&E methodologies and tools.

Salary Level: PS 3 – Rs. 140,000.00 – 155,000.00 (As per MSD Circular No.: 01/2019).

02. Procurement and Contract Management Specialist (PS3) – 01 Post

Required Qualifications & Experience

I or II or III below

- A successfully completed Bachelor's Engineering Degree in the relevant field, which is recognized by the University Grants Commission;

AND

A Postgraduate Degree in the relevant field or Corporate/Chartered membership or a similar professional qualification obtained from a recognized professional institution in the relevant field;

AND

Minimum of 12 years of Post Qualification experience in Senior Managerial Level with demonstrated and proven experience in managing project procurement plan for acquiring goods, works, consultancy and non-consultancy services in complex procurement processes involve with hiring international consultant Firms, and Interterminal Competitive Bidding (ICB) for non-consultancy services and Goods; strong contract management skills on drafting, negotiating, monitoring deliverables, and resolving performance issues or claims; Drafting and administering contracts, including handling all issues, disputes, and resolutions aligned with World Bank regulations and National Procurement Guidelines; timely execution and monitoring of the procurement plan using the STEP (Systematic Tracking of Exchanges in Procurement) system is a strong advantage.

Core Competencies:

- Target-oriented with strong organizational and negotiation skills.
- Excellent interpersonal and communication skills.
- Ability to work under pressure and deliver results within tight timelines.
- Strong ethics, integrity, and stakeholder engagement.
- Proven leadership in team management, fostering a collaborative and results-oriented work environment

Salary Level: PS 3 – Rs. 140,000.00 – 155,000.00 (As per MSD Circular No.: 01/2019)

03. Senior Social Safeguard & Resettlement Specialist (PS3) – 01 Post

Required Qualifications & Experience

I or II or III below

- A successfully completed Bachelor's Degree in the relevant field, which is recognized by the University Grants Commission; Minimum 12 years' experience in the implementation of large development projects and at least 10 years of experience in the Land Acquisition and Resettlement Planning;

AND

a strong track record in implementing social and environmental safeguard frameworks for large-scale, donor-funded projects. The ideal candidate will ensure compliance with World Bank safeguard policies to mitigate project-driven social and environmental impacts, grievance management at different administrative levels, lead community engagement to manage social pressure and issues acceptable to the majority of affected people and carry out land acquisition and resettlement with minimal disruption to affected people.

Key Responsibilities:

- Implement social and environmental safeguard frameworks (including ESF/RAP/RPF/SMP) aligned with World Bank Operational policies.
- Design and execute inclusive community awareness campaigns to build support for land acquisition, resettlement and implementation of infrastructure projects.
- Manage land acquisition and resettlement processes, minimizing adverse effects on project-affected persons (PAPs).
- Oversee grievance redress mechanisms, ensuring timely and effective resolution of issues acceptable to PAPs.
- Undertake and lead the social team for field-level engagement, including documentation of social impacts, compensation packages, and livelihood restoration activities.
- Facilitate effective and unbiased stakeholder coordination with government agencies, consultants, contractors, and communities to ensure smooth implementation of infrastructure investments.
- Contribute to capacity building and mentoring of the social team on safeguard compliance and engagement protocols

Experience:

- Professional experience in social safeguards, Land acquisition, grievance management, and resettlement within major donor-funded projects and the resettlement of at least 200 PAPs
- Experience in mitigating social risks, loss of land, assets, livelihoods, with attention to gender and vulnerable and disadvantaged populations
- Excellent interpersonal, negotiation, and team collaboration skills;
- Conflict-resolution skills and capacity to foster trust with diverse stakeholders and superiors.

Salary Level: PS 3 – Rs. 140,000.00 – 155,000.00 (As per MSD Circular No.: 01/2019)

04. Project Engineers (Contract Management (PS4) - 01 Post and Procurement (PS4)) - 01 Post

Required Qualifications & Experience

I or II or III below

- A successfully completed Bachelor's Degree in Civil Engineering, which is recognized by the University Grants Commission

WITH

At least 5 years post-qualification experience in the field of Contract Management;

- experience in procurement of goods, works, consultancies and non consultancy services and experience in managing contracts and supplier relations for completing delivery of goods and services.
- overseeing contract drafting and amendments, monitoring contract performance, administering subcontract conditions, and managing variation orders when scopes change
- Involves proactive risk assessment and mitigation, coordination with engineering and project management teams, and the maintenance of accurate procurement and contract documentation
- World Bank STEP system management will be an added qualification

Salary Level: PS 4 (Category B) – Rs. 100,000.00 – 110,000.00 (As per MSD Circular No.: 01/2019)

05. Communication Officer (PS5) - 01 Post

Required Qualifications & Experience

I or II or III below

- A Bachelor's Degree in the relevant field, which is recognized by the University Grants Commission;

AND

At least 04 years of experience in the following area of specialization;

- Develop and implement a comprehensive communication strategy and action plan to boost project visibility across all stakeholder groups.
- Facilitate knowledge sharing on emerging technologies with stakeholders and ensure knowledge transfer from foreign experts to counterpart staff through training sessions.
- Disseminate project benefits to the community and general public, enhancing awareness and engagement.
- Organize and conduct knowledge-sharing workshops and TV and radio programs to promote project outputs and encourage dialogue.
- Create communication materials, including brochures, press kits, and visual content for wider publicity of project outcomes.
- Leveraging experience in script writing and documentary video production to produce compelling multimedia narratives will be an added qualification.
- Utilize proficiency in Adobe Photoshop, Illustrator, and Power BI to design visuals, infographics, and dashboards that communicate data effectively.

Salary Level: PS 5 – Rs. 85,000.00 – 91,000.00 (As per MSD Circular No.: 01/2019)

07. Information Technology Officer (PS5) - 01 Post

Required Qualifications & Experience

I or II or III below

- A Bachelor's Degree in Software Engineering or Information Communication Technology, which is recognized by the University Grants Commission;

AND

At least 04 years of experience in the following area of specialization;

- Manage project server for effective and efficient use of project MIS
- Maintain and update all ICT infrastructures and WiFi and data security systems, and software licence
- Undertake regular maintenance of all IT equipment (desktop computers, laptop computers, printers, scanners etc) with relevant service providers
- Assist project implementing agencies to effectively manage the IT equipments provided by the project
- Develop communication and dissemination materials together with communication officer for project visibility enhancement

Salary Level: PS 5 – Rs. 85,000.00 – 91,000.00 (As per MSD Circular No.: 01/2019)

08. Human Resource Management Officer (PS5) - 01 Post

Required Qualifications & Experience

I or II or III below

- A Bachelor's Degree in the field of Human Resources, Business Administration, or a related field, which is recognized by the University Grants Commission;

AND

At least 04 years of experience in the Human Resource Management roles, particularly in HR functions like recruitment, employee relations, attendance leave management, performance management, team management, soft skills featuring strong interpersonal and communication capabilities, leadership and mentorship aptitude, conflict resolution, and a firm understanding of labor law and HR best practices and Office Shop Act.

Salary Level: PS 5 – Rs. 85,000.00 – 91,000.00 (As per MSD Circular No.: 01/2019)

09. Project Monitoring & Evaluation Officer (PS 06) – 02 Posts

Required Qualifications & Experience

I or II or III below

- A Bachelor's Degree in agriculture, mathematics, statistics and management, which is recognized by the University Grants Commission.

OR

A qualification recognized by the University Grants Commission as an equivalent qualification to the degree in the relevant field.

AND

- Possess a minimum of 2 years' experience serving as an M&E Officer within donor-funded projects or government institutions, experience in collecting, compiling, and processing data on project activities and generating monthly and quarterly progress reports.
- Conduct field monitoring alongside Environment and Social Officers to identify implementation issues, challenges, and recommend corrective actions promptly.
- Proficient in Microsoft Office, MS Project and experience with Power Bin developing dynamic dashboards and visualizations to support data-driven decision-making.

Salary Level: PS 6 (Category A) – Rs. 61,000.00 – 67,000.00 (As per MSD Circular No.: 01/2019)

10. Social Mobilizer (PS 06) – 01 Post

Required Qualifications & Experience

I or II or III below

- A Bachelor's Degree in Sociology recognized by the University Grants Commission.

OR

A qualification recognized by the University Grants Commission as an equivalent qualification to the degree in the relevant field

AND

- Possess a minimum of 2 years' experience serving as a social mobilizer, social officer within donor-funded projects or government institutions, experience in conducting awareness programs for promoting project interventions and winning communities for project implementation and empowering the community to raise their grievances for project attention and resolving.

- Conduct field monitoring alongside Environment and Monitoring and Evolution Officers to identify potential social impacts, implementation issues, challenges, and recommend corrective actions promptly.

Salary Level: PS 6 (Category A) – Rs. 61,000.00 – 67,000.00 (As per MSD Circular No.: 01/2019)

11. Project Officer Finance (PS 06) – 01 Post

Required Qualifications & Experience

I or II or III below

- A Bachelor's Degree in the relevant field, which is recognized by the University Grants Commission.

OR

A qualification recognized by the University Grant Commission as an equivalent qualification to the degree in the relevant field

OR

An Associate membership A similar professional qualification obtained from a recognized professional institution in the relevant field

OR

Having obtained a certificate of proficiency not below the National Vocational Qualification Level 7 issued by a Technical / Vocational Training Institute accepted by the Tertiary and Vocational Education Commission for a post related to the technical field

AND

At least 2 years of experience in the required area of specialization.

II. Having obtained a certificate of proficiency not below the National Vocational Qualification Level 6. issued by a Technical Vocational Training Institute accepted by the Tertiary and Vocational Education Commission, for a post related to the technical field and at least 07 years of experience in the required area of specialization.

III. Having obtained a certificate of proficiency not below the National Vocational Qualification Level 5 issued by a Technical / Vocational Training Institute accepted by the Tertiary and Vocational Education Commission for a post related to the technical field, and at least 12 years of experience in the required area of specialization.

Salary Level: PS 6 (Category A) – Rs. 61,000.00 – 67,000.00 (As per MSD Circular No.: 01/2019)

12. Project Secretary (PS6- A) - 01 Post

Required Qualifications & Experience

I or II or III below

- Having passed the G.C.E. (O/L) examination in six (6) subjects with three (3) credit passes, including English and Sinhala/ Tamil Language;

WITH

A Secretarial course from a recognized institution or pursuing examinations leading to a Chartered Secretary;

WITH

Minimum 04 years of Experience in the relevant field;

II. A Chartered Secretary with 03 years of experience in the relevant field;

III. Minimum 10 years of experience in the required areas of specialization;

Fluency in English & Sinhala Languages (both, written and oral), interpersonal relations and computer literacy;

Salary Level: PS 6 (Category A) – Rs. 61,000.00 – 67,000.00 (As per MSD circular No.: 01/2019)

13. Financial Management Assistant- 01 Post

Required Qualifications & Experience

- Bachelor's Degree in any discipline, which is recognized by the University Grants Commission, Sri Lanka, with Professional qualifications in Financial Management or allied professional qualifications in the relevant field;

OR

II. Satisfactory completion of AAT or HNDA or equivalent qualification with a minimum of 05 years' experience in the relevant field;

14. Driver – 03 Posts

Required Qualifications & Experience

- Should have passed GCE (Ordinary Level) Examination in six (06) subjects with credit passes for two subjects not more than twice;

AND

II. Should have obtained a Driving License issued by the General Commissioner of Motor Traffic (expected proficiency should be clearly stated). Should have at least 03 years of experience after obtaining a driver's license;

15. Individual Consultant (Software Engineer) - 05 Positions (short-term consultants without benefits based on MSD circular)

Required Qualifications & Experience

- A successfully completed Bachelor's Degree in Software Engineering, which is recognized by the University Grants Commission;

WITH

II. At least 04 years post-qualifying experience in the field of Information Communication Technology (ICT) for software development;

III. The workplaces are PCT of CResMPA, Department of Meteorology (DoM), National Building Research Organization (NBRO), Irrigation Department & Disaster Management Center (DMC)

16. Quality Assurance Expert - LIDAR and River Cross - Section

- A successfully completed Bachelor's Degree in Geomatics, Surveying, Geographic or Civil Engineering, which is recognized by the University Grants Commission;

WITH

- at least 2-3 years of hands-on experience in quality assurance for LiDAR-based terrain models (DEM, DTM and orthophotos) and river cross-section surveys.
- Must be proficient in verifying data accuracy such as horizontal and vertical precision, point cloud completeness, inter-swath consistency, file format integrity, and metadata standards using tools like GIS software to perform visual inspections (e.g., mosaicking DEM tiles, checking voids, spikes, hill shading, and raster resolution) and statistical checks (e.g., RMSE analysis) to confirm inter-dataset consistency and fitness for purpose
- The candidate's role will involve identifying discrepancies, documenting issues clearly, and coordinating corrective actions before authorizing payments
- Strong analytical skills, attention to detail, and experience in both field and office QA workflows are indispensable.

17. Individual Consultant (Civil Engineer) - 10 Positions (short-term consultants without benefits based on MSD circular)

Required Qualifications & Experience

- A successfully completed Bachelor's Degree in Civil Engineering, which is recognized by the University Grants Commission;

WITH

II. At least 04 years post qualifying experience in the field of civil works pertaining to irrigation, road and building construction industry; experience in preparation of designing of structures, drawings, estimates, BOQ and tender documents for civil work contract to be awarded for contractors and Farmer Organizations

and undertake frequent field visit to manage awarded contracts to ensure quality control and quality assurance and completion of contracts on time and manage contractual issues.

- The workplaces are PCT of CResMPA, Department of Meteorology (DoM), National Building Research Organization (NBRO), Irrigation Department & Disaster Management Center (DMC)

18. Individual Consultant (Project Officer) - 05 Positions (short-term consultants without benefits based on MSD Circular)

Required Qualification & Experience

- A successfully completed Bachelor's Degree in the field of Mathematics, Agriculture, Science, or Management, which is recognized by the University Grants Commission;

WITH

- At least 04 years post-qualifying experience in the field of project management, conducting research or development programs;
- The work places are PCT of CResMPA, Department of Meteorology (DoM), National Building Research Organization (NBRO), Irrigation Department & Disaster Management Center (DMC)

19. Individual Consultant (Commercial Lawyer) - 01 Position (short-term consultants without benefits based on MSD circular)

Required Qualifications & Experience

- A successfully completed Bachelor's Degree in the field of law or LLB, which is recognized by the University Grants Commission;

WITH

- Valid legal license recognized by the bar association
- 2-5 years of commercial/corporate law experience (law firm or government)
- Proficient in drafting, reviewing, and negotiating commercial contracts
- Strong commercial awareness and analytical legal research skills
- Excellent written/oral communication, negotiation, and problem-solving abilities
- Ethical professionalism and integrity in all legal conducts
- Demonstrated time management, organization, and ability to meet tight deadlines
- Adaptability and resilience in a dynamic legal environment

II. The workplaces are PCT of CResMPA.

20. Individual Consultant (Environment Officer) - 4 Positions (short-term consultants without benefits based on MSD circular)

Required Qualifications & Experience

- A successfully completed Bachelor's Degree in the field of science, or Agriculture, which is recognized by the University Grants Commission;

WITH

- At least 04 years post-qualifying experience in the field of identifying and managing Environmental impacts and resolving the issues related to environmental impacts. Experience in conducting IEE, EIA and SEA is an added advantage.
- The workplace is PCT of CResMPA, Department of Meteorology (DoM) & Disaster Management Center (DMC)

21. Individual Consultant (Engineering Assistants) - 15 Positions (short-term consultants without benefits based on MSD circular)

Required Qualification & Experience

- A successful completion of NVQ Level 5 qualifications from Technical Institutions;

WITH

- At least 02 years' experience in the field of irrigation, building and road sector for preparation of drawings, estimates, BOQ and tender documents for civil work contract awarding and taking measurements, checking Interim Payment Certificate (IPC), undertaking field investigations to ensure quality control and assurance by contractors and Farmer organizations.
- The work places are PCT of CResMPA, District Offices of Irrigation Department, Department of Meteorology (DoM) & Disaster Management Center (DMC)

22. Individual Consultant (Draughtmen) - 15 Positions (short-term consultants without benefits based on MSD circular)

Required Qualification & Experience

- A successful completion of NVQ Level 4 qualifications from Technical Institutions;

WITH

- At least 02 years' experience in the field of irrigation, building and road sector for preparation of drawings, estimates, and BOQ for civil work contract awarding and taking measurements, and checking Interim Payment Certificate (IPC) by contractors and Farmer organizations.
- The workplaces are PCT of CResMPA, District Offices of Irrigation Department, Department of Meteorology (DoM) & Disaster Management Center (DMC)

23. Individual Consultant (Management Assistants) - 9 Positions (short-term consultants without benefits based on MSD circular)

Required Qualifications & Experience

- Shall pass G.C.E. (O/L) Examination in six subjects and have obtained credit passes for Sinhala / Tamil / English languages, Mathematics, and two other subjects at a one sitting.
- Shall pass all the subjects at G.C.E. (A/L) except General Paper.

WITH

- At least 02 years' experience in managing office day-to-day operations, typing English and Sinhala documents, preparation of letters and maintenance of files for key subject areas and familiarity with MS Office packages are necessary.
- The workplaces are PCT of CResMPA, Irrigation Department, Department of Meteorology (DoM) & Disaster Management Center (DMC)

GENERAL CONDITIONS

- Age:** Applicants should be at least **21 years** old and not more than **64 years** of age for all positions.
- Salary Scale:** Government approved salary scale with allowances as per the Management Services Circular No.01/2019 dated 15/03/2019 and Public Administration Circular No: 03/2016 dated 25/02/2016 applicable for post 01 to 14 and consultancy fee for short term consultants can be negotiated in parallel with the position and salary level defined in the MSD Circular 2019.
- The contract basis positions** 01 to 14 are exclusively on a contract basis, initially for a period of 01 year with possible extension up to the project end
- The short-term consultants** 15 to 23 will be hired initially for 6 months with possible extensions for up to the project end based on performance.
- Forwarding of Applications:** www.plusinfo.lk