

Integrated Ruban Development and Climate Resilience Project (IRDCRP)

Senior Social Development Specialist – Category C

Terms of Reference (TOR)

01. Introduction to the Project

The Integrated Ruban Development and Climate Resilience Project (IRDCRP) is implemented under the Ministry of Agriculture, Livestock, Lands & Irrigation and jointly funded by the Government of Sri Lanka (GOSL) and the World Bank (WB). The IRDCRP is a five-year development project (2025–2030) with a total investment of US\$ 103 million. The project has been designed to uplift small- and medium-scale holdings in agriculture, livestock, fisheries, and plantation for addressing critical gaps along the value chain from farm to folk. Its primary objective is to enhance productivity, competitiveness, and climate resilience in agri-food production within project areas, thereby empowering rural communities, strengthening food security, and ensuring sustainable growth for the nation.

The project objective is to improve climate resilience of farmer families and productivity of irrigated agriculture in selected climatically vulnerable Hot-Spot Areas in Sri Lanka. This will be achieved through increased adaptation of climate-resilient agricultural practices and technologies, and increased access to markets in targeted smallholder farming communities. Project beneficiaries will include smallholder farmers, producer organizations, and agribusiness entrepreneurs who will benefit from improved and modernized irrigation, drainage and flood protection systems; adoption and dissemination of advanced CSA technologies on high efficiency irrigated agriculture techniques and practices; agriculture diversification; and improved market access.

02. Duties and Responsibilities of the Senior Social Development Specialist

The Senior Social Development Specialist will provide technical leadership and oversight for the implementation of social safeguards under the project, ensuring compliance with the Environmental and Social Management Framework (ESMF) and other relevant policies. The role will focus on promoting gender-inclusive development, managing social risks, and building the capacity of implementing agencies. The Specialist also ensures that all safeguard- related documentation, reporting and monitoring are carried out effectively and in line with World Bank standards.

03. Duties and Responsibilities

The Senior Social Development Specialist will be instrumental in ensuring that social considerations, including community engagement, equity, and inclusion, are effectively integrated into the project's activities and objectives. The Senior Social Development Specialist will oversee the social aspects of the project, ensuring that vulnerable populations are considered, and project benefits are equitable. They will also facilitate community participation and address social risks associated with project implementation.

- Provide technical direction for the management of social risks and impacts under the Project (as defined by the Environmental and Social Commitment Plan (ESCP), Environmental and Social Management Framework (ESMF) including Resettlement Planning Framework (RPF), Stakeholder Engagement Plan (SEP), Labour Management Procedures (LMP), and other such instruments prepared under the Project).
- Develop a social development framework and other E&S instruments required under the Project, including ESMF, SEP, LMP and other social risk/impact management plans for IRDCRP project, including a plan for data collection and analysis and develop a methodology in accordance with the project documents.
- Provide overall policy and technical direction for social safeguards management under the project and provide the guidance to prepare and implement the Gender Action Plan for the Project and update and monitor the Gender Action Plan, addressing issues and proposing solutions.
- Ensure compliance with the Social Management Framework (SMF), LMP and SEP during the project implementation period.
- Conduct social impact assessments to identify potential social risks and benefits associated with project activities.
- Engage with local communities, civil society organizations, and other stakeholders to solicit input and feedback on project design and implementation.
- Monitor and evaluate the social outcomes of project activities, ensuring alignment with the SMP and relevant social safeguards.

- Prepare regular reports on social performance, including stakeholder feedback, challenges, and recommendations for improvement.
- Develop and implement a Social Management Plan (SMP) that outlines strategies for addressing social risks and enhancing community benefits.
- Identify risk management opportunities in occupational and community health, safety, and climate change.
- Prepare backend filtering and frontend designs for dashboards and maintain and monitor safeguard data through the MIS digital platform.
- Actively promote gender-inclusive development and mainstreaming frameworks.
- Provide technical guidance to stakeholders to integrate gender, youth, and social inclusion into project design and implementation
- Review and endorse Environmental and Social Screening Reports (ESSRs), site-specific assessments, and ESMPs and develop monitoring and evaluation mechanisms for safeguard officers at the provincial office, district, and divisional levels.
- Incorporate ESMP measures into project designs and include ESMPs in contractors' bidding documents.
- Ensure that proper and realistic indicators for measuring social development outcomes are included in their implementation
- Implement robust field-level monitoring mechanisms to gather feedback on ESMP implementation.
- Provide training and support to project staff and stakeholders on social development issues, including gender equality, social inclusion, and community engagement techniques.
- Facilitate/organize & conduct capacity building programs on the World Bank's Environmental and Social Framework, ESMF content, LMP, SEP, and implementation procedures and other relevant topics to all project implementing agency teams, contractors etc. as necessary during project implementation and outlined in the ESCP and ESMF.

- Foster partnerships with local organizations to enhance community capacities for project participation.
- Advocate for the integration of social development considerations into project planning and implementation.
- Develop and implement a safeguard training plan for the project, targeting provincial, district and divisional units, contractors, and other stakeholders.
- Ensure the provisions of the LMP are implemented (including Code of Conduct and GRM for project workers) by respective teams at the Implementing Agencies involved in the project and monitoring records are maintained.
- Coordinate closely with the implementing agencies to ensure gender-based violence (GBV) prevention measures are implemented
- Serve as an active member of the Grievance Redress (GR) Committee and monitor and manage grievances in a timely and effective manner. Maintain and update the grievance database through the MIS digital platform.
- Prepare and submit regular updates to the World Bank through the project on the operation of the GRM. The GRM should also be able to manage cases relating to GBV and sexual exploitation and abuse/sexual harassment.
- Supervise and support to conduct various surveys for collection of data, in the middle and at the end of the project, in respect of social development outcomes and compile and analyse the data pertaining to social impacts against envisaged project outcomes in respect of social development.
- Analysis of data (both qualitative and quantitative) to identify significant trends requiring corrective action assesses possible causes and helps identify solutions for the social development aspects.
- The Senior Social Development Specialist will work closely with the Project Director, and with technical teams of the project, and other specialists to ensure social considerations are integrated into all project activities and decisions.
- Perform any other official task assigned by the Project Director

04. Professional Competencies:

- Ability to work in both English and Sinhala languages and should be able to effectively communicate with project stakeholders.
- Strong communication skills and good interpersonal relations.
- Ability to interact with multiple staff members in the relevant government agencies and respond to and liaise with stakeholders.
- High level of computer literacy, including Word, Excel, email, and the Internet.
- Experience in mobilizing community-level people, officials, NGO, CBO and pressure groups in the sub-project area, social survey research, loss of inventory surveys, and data management is preferable.

05. Skills

- Proven work experience as social development specialist or in a similar role.
- Strong analytical and conceptual skills
- Must be a team player and able to work with and through others
- Ability to take direction and to focus on and follow through on priority activities and assignments.
- Able to work effectively at all levels in an organization.
- Team player with excellent interpersonal skills.
- Excellent oral and written communication skills.
- Ability to work under pressure and work extra hours when required.
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06. Category C - Basic Qualifications and Experience Required

(1) or (2) below.

01. A Bachelor's Degree in the relevant field.

and

A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership or a similar professional qualification obtained from a recognized professional body in the relevant field/ A membership of Professional Computing Association and Certification related to Computing and Project Management (For IT Specialist).

with

At least 08 years of experience in the relevant field at a managerial level.

02. Class I officer of a government All-Island Services or a similar status in the relevant field.

and

A Postgraduate Degree (Masters) Qualification in the relevant field.

with

At least 02 years of experience in the Class I post or a similar status in the relevant field.

07. Travels to Project Areas

Require to travel project implementation areas when required

08. Working Location

PMU at Colombo/Battaramulla