

Integrated Rurban Development and Climate Resilience Project (IRDCRP)
Project Officer (Youth & Women) - Category F
Terms of Reference (TOR)

01. Introduction to the Project

The Integrated Rurban 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

- Facilitate the active participation of youth and women in project activities through awareness programs, meetings, and training sessions.
- Organize and conduct training, workshops, and skill development programs to enhance capacity building of youth and women.
- Ensure gender equality is integrated into all project activities, policies, and decision-making processes.
- Coordinate with local government authorities, NGOs, community-based organizations, and other stakeholders to strengthen youth and women-focused initiatives.
- Track the progress of youth and women-related project interventions, collect data, and prepare periodic reports for submission to the project management team and World Bank.

- Promote awareness of social safeguard policies, including gender-based violence prevention, and ensure compliance with World Bank safeguard guidelines.
- Support the implementation of income-generating activities and entrepreneurship programs targeting vulnerable youth and women.
- Address social issues, promote social inclusion, and resolve conflicts that may arise among community groups related to project activities.
- Maintain accurate records of project activities, including training attendance, beneficiary data, and success stories, and submit timely reports to the Project Director.
- Develop strategies to ensure the long-term sustainability of youth and women empowerment initiatives beyond the project period.
- Perform any other official task assigned by the Senior Social Development Specialist
- Any other task assigned by the Project Director.

03. Skills/Professional Competencies:

- **Project Management** - Ability to plan, implement, and monitor youth and women-focused activities.
- **Community Engagement** - Strong skills in mobilizing and empowering youth and women groups.
- **Gender Mainstreaming** - Knowledge of integrating gender perspectives into project design and execution.
- **Data & Reporting** - Competence in data collection, analysis, and preparing progress reports.
- **Stakeholder Coordination** - Ability to collaborate with government agencies, NGOs,
- Good knowledge of the institutional, technical, and commercial aspects, specifically documentation related to task
- Excellency writing in English is must;
- Demonstrated computer skills, knowledge of Microsoft Office Suite especially, Word, Excel and PowerPoint;
- Ability to handle multiple tasks simultaneously, set priorities, and work independently, or under minimum supervision;
- A commitment to achieve the targets and objectives of the organization;
- Knowledge of experience with other international development organizations' procurement procedures would be an added advantage;
- Experience working in the projects with the World Bank or similar projects is preferable.

- Financial management, administrative skills Managerial, leadership and staff motivation.
- Data analysis and report writing.
- Excellent communication and organization skills.
- Ability to work under pressure and work extra hours when required.

04. Category F- Basic Qualifications and Experience Required

(1) or (2) or (3) below.

01. A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field.

or

A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post.

and

At least 02 years of experience in the required area of specialization.

02. A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post.

and

At least 05 years of experience in the required area of specialization.

03. A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post.

and

At least 08 years of experience in the required area of specialization.

05. Travels to Project Areas

Require to travel project implementation areas when required

06. Working Location

PMU at Colombo/Battaramulla