

Integrated Rurban Development and Climate Resilience Project (IRDCRP)

Project Officer (Social Development) - 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

The Social Development Officer needs to closely work with the Engineering staff/Technical staff of DAD, Engineer and DPD attached to DAD for Field inspection. He/she will work with the team of PMU staff, especially Senior Social Development Specialist and Senior Environment Specialist at the PMU.

- Ensure that all project activities comply with World Bank's Environmental and Social Framework (ESF), particularly social safeguard standards such as ESS1 (Assessment and Management of Environmental and Social Risks) and ESS5 (Land Acquisition and Resettlement).

- Conduct or oversee social impact assessments to identify potential social risks and impacts, including those related to land related issues, vulnerable groups, and community health and safety.
- Prepare key safeguard action plans such as Social Screening Reports, Social Management Plans (SMPs), and Stakeholder Engagement Plans (SEP), ensuring they meet World Bank standards.
- Facilitate meaningful consultations with affected communities, local authorities, and other stakeholders to ensure transparency, participation, and incorporation of community concerns into project planning.
- Establish and manage an effective Grievance Redress Mechanism to receive, track, and resolve complaints from affected communities in a timely and transparent manner.
- Regularly monitor and evaluate the implementation of social safeguard measures and prepare progress reports for submission to the Project Management Unit (PMU) through DPD (DAD).
- Identify and support vulnerable groups, including women, children, persons with disabilities, and indigenous peoples, ensuring equitable benefits and minimizing negative impacts.
- Provide training and awareness programs for project staff, contractors, and community members on social safeguard policies, gender sensitivity, and social risk management.
- Work closely with government authorities, NGOs, and development partners to ensure alignment with national laws and World Bank requirements on social safeguards.
- Maintain accurate records of social safeguard activities, consultations, and mitigation measures, and support independent audits or World Bank review missions to verify compliance.
- Assist to Senior Social Development Specialist to achieve scheduled target of the Project.
- Perform any other official task assigned by the Project Director/DPD DAD.

03. Skills/Competencies

- **Stakeholder Engagement**-Build strong relationships with communities and project stakeholders.
- **Social Impact Assessment**-Identify and mitigate social risks effectively.
- **Compliance Knowledge**-Ensure adherence to World Bank safeguard policies and local laws.
- **Conflict Resolution**-Address grievances and resolve disputes promptly
- **Monitoring & Reporting**-Track social safeguard performance and prepare reports

- * Good knowledge of the institutional, technical related to the task
- * Working experience in the related field
- * 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 and 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 extensively to perform duty.

06. Working Location/Duty Station

Attached to Department of Agrarian Development (DAD)