

**Call for applications – Social Cohesion Adviser (Consultant) – “Strengthening Social Cohesion and Dispute Resolution” (SSCDR) Project in Sri Lanka**

Title	Social Cohesion Adviser
Objective	To lead the design and delivery of key activities under Result Areas 1, 3 and 4 of the Strengthening Social Cohesion and Dispute Resolution (SSCDR) Project
Period	Four years – expected start date September 1 <sup>st</sup> 2026 (220 billable days per year)
Location	Colombo, Sri Lanka (with periodic travel to the Northern, Eastern and Uva Provinces).
Reports to	Team Leader: Strengthening Social Cohesion and Dispute Resolution (SSCDR) Project
DEADLINE FOR APPLICATIONS	Friday 3 <sup>rd</sup> July 2026, 23.59 CET

**About the British Council**

The British Council is the UK’s international organisation for cultural relations and educational opportunities. We build knowledge and understanding between the people of the UK and other countries. We do this by making a positive contribution to the UK and the countries we work with – changing lives by creating opportunities, building connections and engendering trust. We work with over 100 countries across the world in the fields of arts and culture, English language, education and society. Each year we reach over 20 million people face-to-face and more than 500 million people online. Founded in 1934, we are a UK charity governed by Royal Charter and a UK public body. British Council Sri Lanka is a vibrant operation delivering a high impact portfolio of projects across Education and Society, Exams and English and the Arts, across three offices in Colombo, Kandy and Jaffna.

**About the SSCDR project**

Through its 2025 Annual Action Plan, the European Union (EU), with strategic partners the British Council and the *Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)*, propose to support the Government of Sri Lanka in its continued efforts to strengthen social cohesion and improve dispute resolution services across the country. Through addressing exclusion, strengthening access to justice and supporting inter-communal economic cooperation, the European Union plans to support the Government’s efforts to foster a more tolerant, inclusive, peaceful, and cohesive society in Sri Lanka.

The European Union proposes to engage the British Council and GIZ to strengthen social cohesion and support an enabling environment for economic growth by building the capacity and resilience of communities, institutions, and businesses. This will be done through building on the successes and lessons of both the EU-funded Supporting Effective Dispute Resolution (SEDR) and the Strengthening Social Cohesion and Peace (SCOPE) projects. This means: i) working with institutions and communities to address inclusion and strengthen reconciliation to promote inclusive policy formulation driven by evidence; ii) strengthening alternative dispute

resolution, with a focus on land and financial disputes; and iii) working with national and local governments and non-state actors to enhance economic cooperation and inclusion with a focus on women and youth.

### **SSCDR Objectives and Result Areas**

These are derived from the European Union's 2025 Action Document for Sri Lanka.

#### Overall Objective:

To foster a more tolerant, inclusive, peaceful and cohesive society in Sri Lanka.

#### Specific Objectives:

1. To address exclusion and intolerance in Sri Lanka, with a specific focus on women and youth.
2. To strengthen access to justice, and efficiency of the justice system on land and financial disputes.
3. To support intercommunal economic cooperation and economic inclusion with a focus on women and youth.

These Specific Objectives will be achieved by the delivery of four inter-connected Result Areas (RA).

- Result Area 1: Strengthened policy, practices and institutional framework that address inclusion and promote reconciliation.
- Result Area 2: Enhanced availability of factual, evidence-based information.
- Result Area 3: Enhanced dispute resolution mechanisms to increase the efficiency of - and accessibility to - the justice system.
- Result area 4: Increased intercommunal economic cooperation and economic inclusion with a focus on women and youth in the Northern, Eastern and Uva provinces.

The British Council is the lead implementing agency for the SSCDR project and is responsible for overall implementation and oversight including technical, administrative, financial and contractual management, as well as management of project subcontractors and partners.

### **Social Cohesion Adviser - Role Purpose**

The British Council is recruiting for a Social Cohesion Adviser (SCA) to lead in the overall approach to social cohesion as well as the technical design and delivery of key main activities under the Strengthening Social Cohesion and Dispute Resolution (SSCDR) Project.

This is a senior technical post within the SSCDR project, and the successful candidate will be part of the project's Senior Management Team. In addition, the selected candidate may be required to deputise for the SSCDR Team Leader as and when required.

Appointment to this role is subject to the signature of a Financing Agreement between the Government of Sri Lanka and the European Union, and subsequently a contract being signed between the British Council and the EU.

## **Accountabilities and Responsibilities**

The Social Cohesion Adviser is **accountable** for:

- a) Design and delivery of activities under Result Area 1 related to promoting inclusive participation and citizen engagement for reconciliation; under Result Area 3 activities focussing on awareness raising and strengthening alternative dispute resolution mechanisms with a specific focus on gender and social inclusion; and, under Result Area 4 activities associated with supporting government and civil society actors to foster cross-community collaboration for inclusive economic development, as well as initiatives that focus on strengthening capacities of the private sector to adopt inclusive and equitable business practices and circular economy approaches.
- b) Ensuring a coherent and consistent approach to social cohesion and dispute resolution across all four Result Areas of the SSCDR project

The Social Cohesion Adviser is **responsible** for:

### **Technical Inputs**

- Leading the technical design, methods and planning of selected activities under RA 1, RA 3 and RA 4, as well as preparing annual work plans ensuring a coherent approach across all four Result Areas.
- Using suitable approaches to identifying and analysing target communities for interventions, overseeing the assessment of key issues affecting those communities, barriers to inclusive consultation and activities to address these barriers.
- Based on an analysis and understanding of the local context, provide social cohesion policy advice, technical inputs, and guidance across all four Result Areas to the wider SSCDR project and its stakeholders, in close liaison with the Team Leader.

### **Project Management**

- Ensuring accurate management of resources to deliver activities under their direct responsibility (RA 1, 3 and 4), including financial planning and human resource management.
- Ensuring activities under their direct responsibility (RA 1, 3 and 4) are delivered on time, within budget and in accordance with the agreed workplans developed during inception and implementation phases of the project.
- Preparing terms of reference for relevant service providers and short-term consultants, ensuring they deliver outputs on time and of high technical quality.
- Development of relevant Calls for Proposals for civil society grant-making initiatives and providing technical quality assurance and oversight of grantee project delivery.
- Identify and escalate risks, issues and possible changes to agreed scope, to relevant team members, as required.
- Lead by example and model a culture of corporate compliance, ensuring that all necessary policies and procedures (e.g. Code of Conduct, HR, Finance, Legal, EDI, anti-racism, Safeguarding, data privacy, cyber security etc) are implemented and maintained across the project, so that organisational risks are managed effectively.

### **Monitoring, Evaluation and Learning (MEL) & Reporting**

- Providing technical inputs and support to the development of the MEL strategy and MEL plan during the project's Inception Phase, with a specific focus on social cohesion imperatives.
- Supporting the development and periodic refining of the project's Logframe, Theory of Change and MEL framework.
- Conducting regular field visits to monitor SSCDR activities and report on progress, working closely with the MEL Adviser.
- Contributing to the design and active participation in the project's Annual Learning Workshops (ALW) aiming to review and document change pathways, lessons and verify progress towards achievement of project results.
- Support the identification and development of Most Significant Change (MSC) stories and Case Studies to capture project outcomes as part of the wider monitoring, communications and visibility effort, in close liaison with the Community Engagement Manager.
- Contributing to quarterly and annual progress reports (technical and financial) to the EU and government, including working with other members of the Senior Management Team in the preparation of the 6-month Inception Report.
- Preparing inputs into presentations, technical papers, decisions notes and risk reports for internal and external project governance fora, including six-monthly Project Steering Committee and monthly Project Boards, in close liaison with the Team Leader.

### **Line Management & Leadership**

- Supporting the recruitment of relevant SSCDR team members in collaboration with the Team Leader and Senior Project Manager during the project's Inception Phase, and thereafter as required.
- Line-management of x 3 Provincial Coordinators (based in the Northern, Eastern and Uva Provinces) and x 1 Community Engagement Manager (based in Colombo), through applying British Council people management policies and principles, including performance management.
- Acting as a role model, ensuring effective skills transfer and capacity building through mentoring and coaching of line-managees and wider project staff.
- Actively contributes to an inclusive and anti-racist organisational culture, being aware of own biases, and taking action to mitigate against these, while ensuring people feel valued and are treated equitably, with support for people's well-being and mental health.
- Working with the Team Leader to create an inclusive, dynamic, positive and productive environment for colleagues across the SSCDR project team.

### **Representation**

- Representing British Council and the SSCDR project to external stakeholders (government, EU, civil society, private sector etc.) in meetings and events, as agreed with the Team Leader.
- Support the Team Leader with continuous technical engagement and relationship management with the EU Delegation, Government (national, provincial and local) and other key stakeholders for example, World Bank, beneficiary institutions, non-state actors and international development partners.

- Presenting project progress and decisions at internal and external governance forums as required, in close liaison with the Team Leader.

## Key Relationships

### External

- Ministry of Justice & National Integration (MoJNI) counterparts.
- Government of Sri Lanka representatives at the national, provincial and local levels.
- Representatives from the European Union, the World Bank and other relevant development partners active in the social cohesion sector.
- Project partners and subcontractors – including GIZ - across all four Result Areas.

### Internal

- SSCDR leadership team, including the Project Director/SRO, Team Leader, the Senior Project Manager and other technical colleagues.
- British Council Country Director, Sri Lanka.
- British Council Country, Regional and UK teams working on social cohesion and peacebuilding.

## Profile/Requirements Qualifications

<b>Qualifications</b>	Essential: A Master’s degree in public policy, political science, law, governance, international development or a related field.
<b>Knowledge, Skills and Experience</b>	<p><u>Essential/Minimum:</u></p> <p>Significant (&gt;10 years) progressive technical, advisory and project design and delivery experience in peacebuilding, social cohesion, reconciliation and gender equality in Sri Lanka.</p> <p>Proven experience developing and delivering policy advice and coordinating with, a range of stakeholders across national- and local government, civil society, private sector and development partners.</p> <p>Experience in facilitating community cohesion and capacity development activities for marginalised groups, including the collective management of community resources.</p> <p>Advanced understanding of the role and application of gender sensitive and inclusive approaches in development.</p> <p>Knowledge of alternative dispute resolution principles and approaches.</p> <p>Proven ability to manage and supervise technical staff and using capacity building- and mentoring approaches.</p> <p>High proficiency in English and Tamil and/or Sinhala language.</p> <p><u>Desirable:</u></p> <p>Knowledge of the development of MEL frameworks, including understanding data collection mechanisms, assessing data and using results for adaptive programme management.</p>

	<p>Experience in project management including overseeing CSO grants, budgets and financial planning.</p> <p>A proven ability to influence and manage stakeholder relationships with external clients, partners, suppliers and team members.</p> <p>Experience of inclusive local economic development and supporting inclusive business models, with a focus on women and youth.</p> <p>Experience of the design and delivery of high-level policy dialogue events as well as business round tables.</p> <p>Experience working on EU-funded projects.</p> <p>Experience of development communications and advocacy approaches.</p>
<p><b>Competencies</b> (To be assessed at interview)</p>	<p>Leadership – able to motivate and proactively lead a diverse team.</p> <p>Initiative - able to work with a high level of autonomy and flexibility, drawing on previous policy and practice while also creating new and innovative solutions.</p> <p>Intercultural fluency – able to navigate complex and sensitive cultural dynamics to ensure delivery.</p> <p>Action-focused – using advanced problem-solving abilities to identify and pre-empt challenges.</p> <p>Learning focused – able to proactively identify, share and respond to learning points.</p> <p>Political awareness and astuteness – being able to think and work politically.</p> <p>EDI - Recognises and acts to reduce bias, including taking action based on an evidenced understanding of the experiences and barriers for people from diverse equality backgrounds.</p>

### How to apply

Interested eligible applicants can submit (i) their CVs (in no more than 2 pages), and (ii) a one-page covering letter (indicating an all-inclusive per day consultancy fee rate in Euro) to [SABD@britishcouncil.org](mailto:SABD@britishcouncil.org) by 23.59 Central European Time on Friday 3<sup>rd</sup> July 2026. Please mention “Application for Social Cohesion Adviser/ SSCDR” in the subject of the e-mail.

*Note: The confirmation of this role is contingent upon the approval of funding by the European Union and subsequent organisational contracting agreements being in place.*