

Call for applications – Team Leader (Consultant) – “Strengthening Social Cohesion and Dispute Resolution” (SSCDR) in Sri Lanka

Title	Team Leader
Objective	To lead delivery of the Strengthening Social Cohesion and Dispute Resolution project (SSCDR) in Sri Lanka
Period	Four years – expected start date September 1 st 2026 (200 billable days per year)
Location	Colombo, Sri Lanka (with regular travel, particularly to Northern, Eastern and Uva Provinces).
Reports to	British Council Senior Responsible Officer (SRO)
DEADLINE FOR APPLICATIONS	Friday 8 th May 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, with strategic partners the British Council and 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.

- 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 North and East.

Team Leader Role Purpose

To lead, in accordance with British Council and funder standards, the successful delivery of SSCDR in line with the programme's stated objectives, directing SSCDR's collaborative approach across government, implementing partners and civil society actors. The Team Leader will serve as SSCDR's representative and key point of technical

contact for the British Council, the client (European Union) in Sri Lanka, all programme partners and other relevant stakeholders across the government and civil society sectors. This appointment is subject to final signature of the relevant financing agreement between the British Council and the client.

Accountabilities and Responsibilities

The Team Leader is accountable for:

- a) Delivery of the programme's technical outputs across all four result areas to the satisfaction of the British Council and the client.
- b) Presenting the programme and British Council effectively to external audiences and stakeholders, including but not limited to the Government of Sri Lanka, the client and civil society.
- c) The financial management of the programme to British Council corporate standards, working closely with the Senior Project Manager and Finance Manager.

The Team Leader is responsible for:

Strategic and Technical leadership

- Providing overall strategic direction to the programme in close liaison with the British Council, the European Union and Government of Sri Lanka.
- Leading technical design, methods, and approaches for all outcomes, ensuring coherence across the project.
- Adapting strategy and delivery according to changes in context and/or client and government requirements.

Representation

- Representing programme decisions agreed through SRO–TL–SPM governance.
- Leading continuous technical engagement and relationship management with the EU Delegation, Government (national and local) and other key stakeholders (for example, World Bank, beneficiary institutions, non-state actors and international development partners).
- Presenting programme progress and decisions in governance forums.

Technical Management of Delivery

- Leading and coordinating the implementation, quality assurance, monitoring and reporting (both technical and financial reports) of all programme activities as foreseen in the Description of Action and logical framework, including inception and annual reports.
- Providing technical oversight and guidance to Outcome Leads and Key Experts.

- Coordinating technical input into workplans, MEL, learning, and reporting.
- Ensuring technical quality assurance systems are applied.
- Developing, maintaining and regularly updating the programme risk register and risk management strategy from a technical perspective, in coordination with the Senior Project Manager.
- Financial and Human Resource management, to ensure effective delivery and the application of value-for-money principles.

Consortium Technical Coordination

- Managing the relationship with delivery partners responsible for delivery of key activities across all Result Areas.
- Aligning technical workstreams of implementing partners with programme strategy.
- Ensuring consistency of technical standards across British Council, GIZ and TAF inputs.
- Facilitating technical issue resolution across partners.

Project Monitoring, Reporting and Governance

- Oversight of programme monitoring and evaluation systems and processes, in collaboration with the Monitoring, Evaluation and Learning (MEL) colleagues.
- Approving technical deliverables and reports, ensuring a consistently high quality of output.
- Preparing technical papers, decisions notes and risk escalations for SRO and governance fora, including Project Steering Committee and Project Monthly Board, in which the Team Leader will participate fully as technical lead.
- Ensuring the capture and dissemination of lessons/stories/case studies, as part of the wider monitoring, communications and visibility effort.

Team Management and Oversight

- Supporting the recruitment of team members in collaboration with the British Council and other project team members.
- Leadership and supervision of the programme delivery team, both technically and managerially across result areas.
- Line-management of the Senior Project Manager, including supporting the SPM to coordinate delivery teams.
- Line-management of the Finance Manager, ensuring financial transactions and practices are conducted according to British Council standards.

- Providing day-to-day guidance to technical specialists and advisors.
- Overseeing the performance management of staff and consultants, management of the programme office and all its resources, in collaboration with the Senior Project Manager.
- Ensuring effective skills transfer and capacity building through mentoring and coaching of programme staff.

Business Development and Delivery

- Building relationships with strategic clients/partners within area of influence.
- Using insights to understand current and prospective business development opportunities for the British Council.
- Overseeing internal and client compliance including legal finance, procurement, contract management and reporting.
- Contributing to the development of internal and external communications materials to highlight impact and support positioning for new opportunities.

Profile/Requirements Qualifications

Qualifications	Essential: A master’s degree in public policy, political science, law, governance, economics, development or a related field.
Knowledge, Skills and Experience	<p><u>Essential:</u></p> <p>Significant (>15 years) proven strategic, advisory, team leadership and project delivery experience in alternative dispute resolution, social cohesion, inclusive economic development or governance in developing contexts.</p> <p>Experience of successful delivery of complex multi-annual donor funded programmes.</p> <p>Previous financial management responsibility for budgets in excess of £5m.</p> <p>Experience working and delivering projects in South Asia.</p> <p>Fluency in spoken and written English.</p> <p><u>Desirable</u></p> <p>Experience working and delivering projects in Sri Lanka strongly preferred.</p> <p>Experience in access to justice and mediation programmes.</p> <p>Experience working through - and supporting capacity development of - civil society actors.</p>

	<p>Experience working on EU-funded projects.</p> <p>Strong awareness of the role of political economy for informing programming decisions.</p> <p>Powerful communicator, influencer and advocate, with advanced skills in communicating complex issues in simple and concise language for multiple audiences, including government, politicians, media, civil society, the business community and international agencies.</p> <p>Experience of leading strategic communications and advocacy approaches.</p> <p>Experience in business development with large, multilateral donors/clients: developing relationships, influencing strategies, supporting programme design.</p> <p>Fluency in other relevant languages (e.g. Sinhalese, Tamil).</p>
<p>Competencies (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>

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 per day rate) to SABD@britishcouncil.org by 23.59 Central European Time on Friday 8th May 2026. Please mention “Application for Team Leader/ SSCDR” in the subject of the e-mail.

Note: The confirmation of this role is contingent upon the approval of funding by the client.

Note: this role profile was updated on 23/04/26. Edits were made to the Profile Requirements and Qualifications, to provide greater clarity to applicants.