

## **INTERNATIONAL CONSULTANT (IBG)**

### **OPEN TO INTERNAL & EXTERNAL CANDIDATES**

Organizational Unit : **IMMIGRATION AND BORDER GOVERNANCE**  
Duty Station : **COLOMBO**  
Type of Appointment : **CONSULTANCY**  
Estimated Start Date : **ASAP**  
Closing Date : **11.59 PM ON 24 MARCH 2025**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to government and migrants.

IOM is committed to a diverse and inclusive environment. Read more about diversity and inclusion at IOM at [Diversity and Inclusion at IOM | International Organization for Migration](#) . Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

#### **Project Context and Scope:**

International Organization for Migration (IOM) Sri Lanka in collaboration with the Government of Sri Lanka (GoSL) is implementing a project for Strengthening Capacity of Border Control for Responding to Infectious Diseases in Southwest Asia funded by the Government of Japan (GoJ).

The overall objective of the project is to build capacities at Points of Entry (PoE) to effectively respond to spread of infectious diseases/pandemic and facilitate seamless PoE operations in a safe, secure and process efficient manner in compliance with International Civil Aviation Organization (ICAO) and International Health Regulations (IHR) (2005) recommendations and standards to build traveler confidence and revitalize international travel and a return to pre-pandemic levels of cross-border mobility for economic recovery, resilience and growth of the implementing countries.

Given the increasing risks posed by global pandemics and public health emergencies, strengthening Sri Lanka's border control measures at seaports is essential for mitigating the spread of infectious diseases while maintaining efficient trade and travel facilitation. The assessment will examine all aspects of current passenger clearance arrangements at seaports namely Colombo, Galle and KKS covering Immigration, Customs, Security, Health and Plant and Animal Quarantine processes. The assessment will also review systems, infrastructure, facilities available at seaports, inter-agency coordination and make suitable recommendations to strengthen compliance, while facilitating cross-border mobility.

#### **Core Functions / Responsibilities:**

- i. In consultation with relevant stakeholders and in coordination with IOM, review the existing procedures followed by all agencies in processing passengers at Sri Lankan seaports (at minimum 3 seaports).
- ii. Review the existing systems, technologies in use, infrastructure, facilities available at seaports including inter-agency coordination and human resource capabilities to support efficient passenger clearance processes at Sri Lankan seaports.
- iii. Identify potential bottlenecks, inefficiencies and risks in the current passenger processing arrangements.
- iv. Assess compliance of current border processing arrangement with the best international practices and regulatory frameworks, including International Civil Aviation Organization (ICAO) and International Health Regulations (IHR) guidelines.
- v. Recommend technological upgrades, capacity-building initiatives, and process enhancements to improve efficiency and security.
- vi. Develop a roadmap for the modernization of seaport passenger clearance arrangements, taking into account the projected increases in passenger traffic and emerging security concerns.
- vii. Based on all the above findings, prepare the final assessment report that will serve as a strategic document to guide

national planning efforts, ensuring that Sri Lanka's seaports are well-equipped to handle increasing passenger flows, streamline border operations, and enhance emergency preparedness for future challenges.

viii. Present the finding in a national symposium to national stakeholders in Colombo.

### **Performance Indicators for Evaluation of Results**

- Completion of the baseline assessment
- Submission of the Baseline report with recommendations and roadmap for modernization
- Presentation of the final report at the National Symposium
- List of meetings/ workshops/ consultations attended by the consultant over the contract period
- Timely delivery of the tasks as per the agreed standards

### **Travel**

Consultant will be required to carry out official travel when applicable.

### **Required Qualifications and Experience**

#### **Education**

- Master's Degree / University Degree in the field of Border Governance, Border Health Management or any other relevant field from an [accredited academic institution](#).

#### **Experience & Skills**

- 10 years of experience in conducting immigration and border assessments and preparing reports related to immigration, border control, or passenger clearance processes.
- Previous local and international experience conducting similar consultancies and working with government agencies or international organizations
- Previous experience working with government stakeholders and international organizations.
- A strong understanding of international standards (ICAO/IHR 20025) applicable for Points of Entry (PoE) .
- Sound knowledge on new technologies, systems, process and facilities use at PoE
- Excellent English language and communication and presentation skills, with the ability to produce comprehensive and clear report.

#### **Languages**

Fluency in **English** is required.

### **Required Competencies**

#### **Values**

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates the ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

#### **Core Competencies** – Behavioural indicators - *level 1*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

#### **Other:**

Appointment will be subject to certification that the candidate is medically fit for appointment and successful reference checks.

***How to apply:***

Candidates with the required qualifications and competencies are invited to submit their candidature for the position via the applicable links below by **11.59 PM (Sri Lanka Time) on Monday 24<sup>th</sup> March 2025**.

[View the internal job posting](#) – for internal candidates

[View the external job posting](#) – for external candidates

Only shortlisted candidates will be contacted.

***Posting period:*** From 18.03.2025 to 24.03.2025

***No Fees:*** IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts during the selection process.