**TERMS OF REFERENCE FOR THE POST OF RESEARCH ASSISTANT(WATER**

**RESEARCH) FOR DEVELOPMENT ORIENTED RESEARCH (DOR) PROGRAMMES**

**AHEAD\_DOR\_HEMS RA3\_JFN\_FGS**

# AHEAD/RA3/DOR/JFN/FGS/OVAA/26/TOR 01

## 1. BACKGROUND

The Development of the Higher Education Sector is of central importance to enable Sri Lanka to make the transition from a Lower – Middle Income Country (LMIC) to an Upper Middle – Income Country (UMIC). Recognizing this, the Government of Sri Lanka (GoSL) and the World Bank have agreed to support the higher education sector through a World Bank funded Accelerating Higher Education Expansion and Development (AHEAD) Operation.

## 2. THE OPERATION

The AHEAD Operation is organized in two components. The first is a Program Component that supports the National Higher Education Development Program. The second is a systems strengthening, capacity building and technical assistance component that will assist GoSL to strengthen the higher education sector and achieve the objectives of the AHEAD program component. This second will also cover monitoring and evaluation, policy analyses, program coordination and communication.

The implementing agency is the Ministry of Higher Education, Technology and Innovation. The University Grants Commission (UGC) will coordinate the activities of the universities. There will be an Operations Monitoring and Support Team (OMST) which will coordinate and support all AHEAD activities between the Ministry of Higher Education, Technology and Innovation, UGC, and the Universities.

**AHEAD has three Results Areas:**

Results Area 1: Increasing Enrollment in Priority Disciplines for Economic Development

Results Area 2: Improving the Quality of Higher Education

Results Area 3: Promoting Research, Development, Innovation and Commercialization (RDIC)

## 3. TITLE & THE DESCRIPTION OF THE DEVELOPMENT ORIENTED RESEARCH (DOR) PROJECT UNDER RESULTS AREA – 3

***“The Development of a Trans-disciplinary, Multi-stakeholder Approach for Water Security in Northern Province, Sri Lanka”***

Livelihoods in the NP are currently dependent on agriculture or fishing economy inextricably connected to water resources. Anthropogenic pollution, geogenic contamination, salinization and declining groundwater levels are imminent threats to livelihoods, health, socio-economic growth, and conservation of ecosystems in this region. This trans-disciplinary, multi-stakeholder project involving participatory action research intended to a) establish an interactive digital repository and portal for communications; b) build a sustainable forum of representative stakeholders from the public, industry, NGO and governmental sectors; and c) conduct iterative action research that engages the community for sustainable, long-term water security, management and governance.

This TOR document refers to the position of a Research Assistant with primary focus on Water Research. The Research component of this position will be connected primarily to Action area (b) referred to above which pertains to building a sustainable Water Forum of representative stakeholders from the public, industry, NGO and governmental sectors for the Northern Province.

## 4. KEY TASKS

Subject to any specific directives given by the Director/OTS, Project Coordinator and the Deputy Project Coordinator, the main duties / responsibilities of the candidate as a Research Assistant:

1. Assist the research team to achieve the assigned KPIs (Key Performance Indicators) within the timeline.
2. Assist Researcher team in collaboration with the other Research Assistants in the engagement of stakeholders from the public, industry, NGO and governmental sectors, towards conducting Participatory Action Research; Actively arrange and implement workshops and other research methods via community engagement activities; Obtain, upload and maintain the electronic based data of the stakeholders; Facilitate communication and networking with Platform and Forum members; Upload and maintain the resources collected and developed through the meetings and workshops, and, Provide feedback and reports on functions of the Forum.
3. Active involvement in all other activities related to Participatory Action Research.
4. Assist with preparation of manuscripts and presentations in conferences for dissemination of research findings.
5. Able to work at the Faculty of Graduate Studies, University of Jaffna as per instructions given by the Project Coordinator/ Deputy Project Coordinator and other team members in the project.
6. Maintain a research log book to update the daily research progress.
7. Submit research progress reports for every 3-month period to Project Coordinator/Deputy Project

Coordinator

1. Maintaining proper financial records for all DOR expenses related to Action area B.
2. Any other relevant duties assigned by Project Coordinator and the Deputy Project Coordinator.

## 5. METHOD OF RECRUITMENT

By open advertisement in Local newspapers and in the University website. Selection by interview among the shortlisted candidates.

Successful candidates should be able to start the work immediately.

## 6. REMUNERATION AND OTHER CONDITIONS

A monthly payment of LKR 47,800/= (it includes cost-of-living allowance) and applicable EPF & ETF will be paid. Payments will be made on the approval by the OTS/Director on the recommendation of the Project Coordinator.

**CONTRACT PERIOD:** This is a full-time position. The contract appointment shall be for a period of 10 months.

**CONDITIONS OF SERVICE:** Selected candidates, if presently serving in a Government

Department/Corporations/Statutory Boards, will have to obtain his/her release through their respective appointing authority.

## 7. REQUIRED QUALIFICATIONS AND EXPERIENCE

1. Bachelor’s degree in any related field, preferably in Engineering and Technology areas recognized by the UGC. Priority will be given to holders of a Special degree with First Class or Second Class Upper Division.
2. Prior research experience and engagement in Water Research or any kind of participatory community-based social research within funded projects and/or outside
3. A track record of research as evidenced by reports/ publications/ presentations as an undergraduate or postgraduate would be an added advantage.
4. Experience of working with water management contexts, especially groundwater, is seen as desirable
5. Experience of working with society in water management contexts

**8**. **Age Limit** : Not less than 21 years and more than 35 years of age on the closing date.

## 9. PROFESSIONAL COMPETENCIES REQUIRED

1. High level of proficiency in written and spoken English
2. High level of IT literacy, especially usage in the areas of Word, Excel, Access, email and internet
3. Ability to communicate effectively with government officials and a range of stakeholders including community members
4. Knowledge in qualitative research methods, statistics, computational methods and database management. Familiarity with methods within Participatory Action Research is desirable.
5. Proven analytical skills and ability to solve technical and methodological issues that arise during the course of research
6. Experience with Facilitation processes and methods, preparation of transcripts will also be desirable
7. Ability to work independently in a multidisciplinary research team and to perform effectively in a team environment inspiring trust and cooperation of other team members.