

The Centre for Policy Alternatives (CPA) is looking for a principled, strategic, and resilient leader to serve as its second Executive Director. In an evolving national and international landscape, the ED will be responsible for renewing and delivering on CPA's mandate, ensuring financial strength, and maintaining the organization's standing as an independent and respected voice in Sri Lanka's public sphere.

### **The Role**

The Executive Director provides the strategic vision and operational discipline required to lead CPA's multidisciplinary team. You will oversee a diverse portfolio including research and advocacy, public-interest litigation, civic media and outreach.

### **Key Responsibilities:**

- **Strategic Leadership:** Develop and execute a 3-5 year strategic plan that identifies new opportunities for growth and visible impact, while continuing CPA's legacy of decisive public interest interventions.
- **Programmatic Oversight:** Ensure all research and advocacy efforts meet high standards of quality, relevance, and policy impact.
- **Organizational Management:** Lead the senior staff, oversee financial stewardship, and ensure robust governance and risk management.
- **Resource Mobilization:** Diversify income streams and manage relationships with donors and other partners, to ensure long-term sustainability.
- **Stakeholder Engagement:** Act as CPA's chief spokesperson, engaging with government, media, academia, and international partners with clarity and dignity.

### **Who We Are Looking For**

We seek a leader who carries authority through substance – someone who acts with courage, is guided by evidence, and who has the mettle to withstand external pressure. He or she should be deeply rooted in CPA's values, with the vision and ability to lead the organization's adaptation in its next phase of life.

### **Essential Competencies:**

- **Leadership:** At least ten years of experience in policy research, civil society, or governance-focused environments
- **Expertise:** Deep understanding of democratic governance, constitutional reform, human rights, and / or Sri Lankan political dynamics
- **Management:** Proven track record in fundraising, budget oversight, leading multidisciplinary teams, and creative problem-solving
- **Communication:** Exceptional written and oral skills; fluency in English and one other national language
- **Education:** A postgraduate degree

### **Desirable Attributes:**

- Fluency in both Sinhala and Tamil
- A doctoral degree and/or significant international exposure
- Experience in organizational restructuring or work related to CPA's mandate

### **Terms & Compensation**

This is a full-time role based in Colombo, requiring local and international travel. CPA offers compensation that is competitive within the Sri Lankan civil society sector.

### **Application**

Apply by **20<sup>th</sup> March 2026** by emailing a brief cover letter and CV to [edapplications@cpalanka.org](mailto:edapplications@cpalanka.org). Please note that only shortlisted candidates will be contacted.