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(pdf format only)

Position: WASH-CCES in Schools & Anganwadi Centres Specialist

Employing Agency (Employer): Inductus Limited

Duration of the contract: 01-Jan-2025 to 31st May 2025, (further extendable up to Dec-2025)

Remuneration: Gross compensation budgeted for the position is very attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 1 (ONE)

Duty Station: Rajya Shiksha Kendra (RSK) headquarter - Bhopal

Reporting Line:

1. Administrative Supervision- Inductus Limited
2. Chief Engineer/In-charge (Civil Section)/ Additional Mission Director - RSK
3. **Last Date for Application:** 4th January 2025 (Mid-Night)

TERMS OF REFERENCE

1. BACKGROUND/RATIONALE

Swachh Bharat Swachh Vidhyalaya (SBSV) - 'Clean India: Clean Schools' is a national campaign focuses on ensuring functional and well-maintained WASH (Water, Sanitation, and Hygiene) facilities in every school to promote a safe and healthy learning environment essential for student health and education. Aligned with the Right to Education (RTE) Act, child-friendly WASH facilities are now integral to the child-friendly school (CFS) framework, emphasizing hygiene education and capacity building for teachers and functionaries. Strengthening menstrual hygiene management (MHM) for adolescent girls and integrating climate-resilient WASH are key priorities, alongside promoting behavior change in school children to empower them as agents of change in their families and communities. The Ministry of Human Resource Development (MHRD) has also issued school safety guidelines to ensure protective environments, but sustained operation and maintenance (O&M) of WASH facilities and resilience to climate change and environmental sustainability (CCES) require consistent advocacy and technical support. The Swachh Vidyalaya

Puraskar (SVP), launched in 2016, benchmarks schools on WASH parameters, recognizing excellence in access, functionality, maintenance, and student participation. With our client's advocacy, the Government of India introduced the Swachata Action Plan, enabling schools to maintain WASH facilities using composite grants.

Our client, as a strategic partner of the Education Department, Government of Madhya Pradesh (Rajya Shiksha Kendra – RSK for elementary education and Directorate of Public Instruction – DPI for higher education), supports scaling climate-resilient WASH in schools across Madhya Pradesh with its technical assistance for strengthened capacity development, institutional systems, and partnerships for WASH in schools. The capacity-building package developed by our client, adopted by the State Education Department and circulated by the Ministry of Education, is utilized by DIETs for periodic training and will be integrated into regular teacher and functionary training modules. Our client also supports sustained WASH operations, maintenance, and convergence efforts between the Education Department, SBM-G, and PHED. The Education department has also rolled out clean and green components in the selected schools during 2024 under the PM SHRI scheme, which is a new concept for the department and requires skilled support to approach.

In 2024, our client collaborated with the Education Department to skill officials, engineers, principals, and teachers in developing a technical manual for climate-resilient WASH facilities in schools. As part of its technical assistance to the Directorate for Public Instruction, which manages PM SHRI schools, our client developed a digital assessment and improvement planning tool for climate-resilient WASH. This was followed by state-level workshops training principals and teachers from 354 schools. Our client also provided handholding support in selected PM SHRI schools, demonstrating implementation approaches, and achieving gradual improvements in facilities and services.

Similarly, our client supported the Women and Child Development (WCD) Department in strengthening climate-resilient WASH in Anganwadi Centres under the Saksham Anganwadi and Poshan 2.0 Abhiyan. This included developing a technical manual, skilling district teams, and using digital tools for assessment and planning to implement child-friendly WASH norms. These efforts resulted in model Anganwadi Centres in selected locations, showcasing inter-departmental coordination for WASH and Nutrition convergence.

Additionally, our client worked with both departments to enhance Menstrual Hygiene Management (MHM) norms in schools and Anganwadi Centres. This involved system strengthening, advocacy on state-level platforms, and intensive district-level demonstrations of a comprehensive MHM value chain. MHM was integrated into ongoing technical manuals, with broader advocacy planned for the coming year to expand these initiatives.

As part of our client's Rolling work plan for 2025-27, our client will engage a consultant to strengthen the planning, implementation, and monitoring of climate-resilient WASH in schools and Anganwadi Centres. The focus will be on a gender-transformative and inclusive approach, ensuring sustained access, climate resilience, functionality, and O&M within safe school and AWC protocols. The consultant will support scaling WASH and climate resilience efforts, addressing school safety

and MHM interventions in residential and day schools. CM Rise and PM SHRI schools will receive a specialized package of climate-resilient WASH norms, including school safety measures. Additionally, the consultant will provide technical support to the WCD Department for system strengthening, document development, and capacity building to enhance climate-resilient WASH in Anganwadi Centres, advancing early childcare as part of our client's core commitment to children.

2. PURPOSE OF ASSIGNMENT

To support the Education and Women and Child Development (WCD) department to scale up the climate-resilient WASH in schools and Anganwadi centers in rural areas of the state. The focus is on system strengthening, capacity building, and strengthening monitoring systems including operation and maintenance systems, Safety, and MHM interventions.

3. PROGRAMME AREA AND SPECIFIC PROJECT AREA

Output 503: Output 3: By 2027 Government and partners have increased capacities in technical, social behavior change and gender transformation to plan, implement and monitor equitable, climate resilient and sustainable WASH and menstrual hygiene services in schools, AWCs and health-care facilities. Activities: technical assistance for-

- Climate Resilient WASH in Schools (clean and green)
- Menstrual Hygiene Management through convergent action
- Climate resilient WASH in Anganwadi's.
- Support evidence generation, documentation.

4. OBJECTIVE/

- By the end of 2025, the Education Department has integrated climate-resilient WASH (CR-WASH) into its annual action plans, aligning with state priorities and sustainability goals for schools.
- By the end of 2025, the Education and WCD Departments have adopted a comprehensive technical manual/SOP for implementing climate-resilient WASH (CR-WASH), incorporating child-friendly norms, inclusivity, gender transformative approaches to strengthen planning, implementation, and sustainable operations in schools and Anganwadi Centres.
- By the end of 2025, the education department has developed a pool of Master Trainers aimed at creating in-house capacity to mainstream climate-resilient components in WASH in schools with a focus on PM Shri and CM RISE schools
- By the end of 2025, the WASH training package integrated with CR-WASH operation and maintenance components, sustained services, gender transformative approaches, inclusivity and safety in the capacity building plan of the Education and WCD department
- By the end of 2025, officials, functionaries and FLWs in the Education and WCD departments will have enhanced their skills in integrating CR-WASH into regular services
- By the end of 2025, the education department has adopted a CR-WASH benchmarking mechanism
- By the end of 2025, at least 10 Education department training institutions will have skilled trainers on WASH in schools, climate resilience in safe schools and School Safety
- By the end of 2025, a state-level system for monitoring WASH O&M status is developed, rolled out

- By the end of 2025, the Gender transformative approach is integrated into programming for WASH in Schools, and Anganwadi Centres with mainstreamed MHM provisions in CR-WASH norms by adopting key documents (technical manuals)
- By the end of 2025, one district has adopted a district-wide approach to strengthening the MHM value chain with strengthened norms in schools and AWCs
- By the end of 2025, PM Shri schools in two districts with a high concentration of vulnerable and marginalized populations will have Swachata action plans focusing on gender transformative, climate resilient WASH approach and implement
- By the end of 2025, schools have strengthened platforms (ECO Club for Mission LiFE and Child Cabinet) for the involvement of youths and children in schools to mainstream CR-WASH practices
- By the end of 2025, schools have developed positive communication around CR-WASH as a result of communication campaigns involving child-cabinet, ECO Club for Mission LiFE

5. MAJOR TASKS TO BE ACCOMPLISHED

a. Technical Assistance to Education Department for system strengthening, capacity building, demand generation and scaling up of climate-resilient WASH in schools

Technical support to Rajya Shiksha Kendra (RSK) for

- Integrating CR-WASH in the departmental Annual Action Plan
- Rolling out the development of the Swachhata Action Plan in all schools
- Developing a technical manual for climate-resilient WASH (CR-WASH)
- Developing SOP for operationalizing climate-resilient WASH norms
- Mainstream CR-WASH in their capacity-building plan, calendar with costed budget
- Rolling out capacity building calendar for downstream stakeholders

Technical Assistance to the Directorate of Public Instruction (DPI)

- Developing a pool of Master Trainers enhance inhouse capacity in improving CR-WASH in PM Shri schools
- Mainstream CR-WASH in their capacity-building plan, calendar and costed budget
- Developing CR-WASH capacity-building packages for various stakeholders
- Developing a pool of Master Trainers

Technical support in fostering and strengthening partnerships with CSR/PSUs for strengthening the resource base for sustained WASH services in schools

- Coordinate with different stakeholders and departments (District Collectors, PRD, PHED, Education, SDMA & SBM, WCD) to promote inter-departmental convergent actions to effectively implement WASH in schools
- Supporting at least two districts for evidence-based CR-WASH assessment, planning, implementation and monitoring
- Planning and implementing atleast two state-wide communication campaigns aligning with themes on CR-WASH

b. Strengthening Monitoring and Benchmarking Mechanisms for WASH in schools

Technical support to Rajya Shiksha Kendra

- Development and roll-out of CR-WASH monitoring system to track WASH O&M progress and climate resilience safe schools under State level monitoring and supervision framework
- Strengthen the Swachh Vidyalaya Puruskar campaign and support the benchmarking process

- Support DPI in monitoring the integration of CR-WASH progress in schools that includes advocacy, capacity building, development of tools for assessment/monitoring and data analysis and reporting

- Regular feedback to the department based on data analysis from state-level monitoring data, WASH benchmarking

- Intensive support to at least two districts for CR-WASH benchmarking of all schools

c. Enhancing Climate-Resilient WASH Services in Anganwadi Centres (AWCs)

- Developing a comprehensive technical manual for implementing climate-resilient WASH incorporating child-friendly norms

- Capacity Building support to at least one district the officials and functionaries of the department on assessment, planning, implementation and monitoring of climate-resilient WASH incorporating child-friendly norms

d. Technical assistance for strengthening a positive environment around the Menstrual Hygiene Management (MHM) value chain

- Technical support to RSK for Developing an implementation plan for the inclusion of Menstrual Hygiene Management as a key component in CR-WASH strengthening supplies, capacity building and disposal

- Integrating MHM as a module in the CR-WASH capacity-building package

- Technical support to Women and Child Development department for

- Strengthening a positive communication environment by celebrating Global Menstrual Hygiene Day

- Strengthening a positive communication environment by celebrating Global Menstrual Hygiene Day

e. Engaging Youth and Children platforms (ECO Club Mission LiFE) for positive communication environment around climate-resilient WASH

- Mainstreaming ECO Club for Mission LiFE in schools as part of regular programming
- Developing capacity-building packages for ECO Clubs for Mission LiFE on WASH behaviours and Mission LiFE themes
- Developing capacity Building plan for strengthening ECO Clubs in the state and implementing
- Facilitating plan for climate action campaigns led by ECO Clubs and Child Cabinets, promoting sustainable practices within schools and implement
- Developing case studies to showcase the benefits and capture the learning from the field for further scale up with the department

6. DELIVERABLES AND DEADLINES

Sl. No	Major Task	Deliverable	Specific delivery date/ completion of deliverable	Estimated travel for completion of deliverable
a. Technical Assistance to Education Department for system strengthening, capacity building, demand generation and scaling up of climate-resilient WASH in schools				
	<ul style="list-style-type: none"> • Technical support to Raja Shiksha Kendra (RSK) for 	<ul style="list-style-type: none"> • Annual Action Plan or PAB with integrated CR-WASH components 		

<ul style="list-style-type: none"> - Integrating CR-WASH in the departmental Annual Action Plan - Rolling out the development of the Swachhata Action Plan in all schools - Developing a technical manual for climate-resilient WASH (CR-WASH) - Developing SOP for operationalizing climate-resilient WASH norms - Mainstream CR-WASH in their capacity-building plan, calendar with costed budget - Rolling out capacity building calendar for downstream stakeholders • Technical Assistance to the Directorate of Public Instruction (DPI) for - Mainstream CR-WASH in their capacity-building plan, calendar and costed budget - Developing a pool of Master Trainers to enhance in-house capacity for improving CR-WASH in PM Shri schools - Developing CR-WASH capacity-building packages for various stakeholders from PM Shri schools • Technical support in fostering and strengthening partnerships with CSR/PSUs for strengthening the resource base for 	<ul style="list-style-type: none"> • GO Circular related to Swachhata Action Plan development • Technical Manual on integrating CR-WASH in schools • SOP on CR-WASH implementation in schools • State Capacity Building Plan integrated with CR-WASH component as part of AAP/PAB • GO Circular/CB Report oCR-WASH in Schools • Capacity Building Plan/Calendar/GO Circular with CR-WASH integrated in PM Shri/CM RISE schools • Capacity Building Report on ToT on CR-WASH in PM Shri schools • Capacity Building Package on CR-WASH for PM Shri schools • Partnership documents/Repor • Minutes of Meeting (MoM) for state-level inter-departmental meeting with CR-WASH as discussion agenda • Handholding support report for two districts attached with Plan and Progress • Campaign report aligned with CR-WASH themes (any two) • Case studies on CR-WASH implementation in Schools (Two) 	<p>28th February 2025</p> <p>30th June 2025</p> <p>31st March 2025</p> <p>30th April 2025</p> <p>31st May 2025</p> <p>30th September 2025</p> <p>30th June 2025</p> <p>31st July 2025</p> <p>31st May 2025</p> <p>31st July 2025</p> <p>31st August 2025</p>	<p>30 Days</p>
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	<p>sustained WASH services in schools</p> <ul style="list-style-type: none"> • Coordinate with different stakeholders and departments (District Collectors, PRD, PHED, Education, SDMA & SBM G &U, WCD) to promote inter-departmental convergent actions to effectively implement WASH in schools • Supporting at least two districts for evidence-based CR-WASH assessment, planning, implementation and monitoring • Planning and implementing at least two state-wide communication campaigns aligning with themes on CR-WASH (World Water Day, Global Handwashing Day, Environment Day, Swachhata Pakhwada, SHS) • Learning capturing of best practices for scale-up of CR-WASH in the state 		<p>31st December 2025</p> <p>30th April 2025 31st October 2025</p> <p>30th June 2025 31st October 2025</p>	
b. Strengthening Monitoring and Benchmarking Mechanisms for WASH in schools				
	<ul style="list-style-type: none"> • Technical support to Rajya Shiksha Kendra for - Development and roll-out of CR-WASH monitoring system to track WASH O&M progress and climate resilience safe schools under State level monitoring and supervision framework 	<ul style="list-style-type: none"> • Analysis report/GO Circular/Monitoring Report • GO Circular/MIS/Benchmarking report 	<p>31st December 2025</p> <p>31st December 2025</p>	<p>20</p>

	<ul style="list-style-type: none"> - Strengthen the Swachh Vidyalaya Puruskar campaign and support the benchmarking process • Support DPI in monitoring the integration of CR-WASH progress in schools that includes advocacy, capacity building, development of tools for assessment/monitoring and data analysis and reporting • Regular feedback to the department based on data analysis from state-level monitoring data, WASH benchmarking (Two) • Intensive support to at least two districts for CR-WASH benchmarking of all schools (Two) 	<ul style="list-style-type: none"> • Analysis report/GO Circular/Monitoring Report • Analysis report on progress status for CR-WASH benchmarking results (Two) • District progress report/GO Circular/Handholding support report (two) 	<p>30th November 2025</p> <p>31st August 2025</p> <p>31st December 2025</p> <p>30th November 2025</p> <p>31st December 2025</p>	
c. Enhancing Climate-Resilient WASH Services in Anganwadi Centres (AWCs)				
	<ul style="list-style-type: none"> • Developing a comprehensive technical manual for implementing climate-resilient WASH incorporating child-friendly norms • Capacity Building support to at least one district the officials and functionaries of the department on assessment, planning, implementation and monitoring of climate-resilient WASH incorporating child-friendly norms 	<ul style="list-style-type: none"> • Technical Manual on CR-WASH in Anganwadi Centres • Capacity Building Report on CR-WASH in one district 	<p>31st January 2025</p> <p>31st July 2025</p>	<p>8 Days</p>

d. Technical assistance for strengthening a positive environment around the Menstrual Hygiene Management (MHM) value chain			
<ul style="list-style-type: none"> • Technical support to RSK for <ul style="list-style-type: none"> - Developing an implementation plan for the inclusion of Menstrual Hygiene Management as a key component in CR-WASH strengthening supplies, capacity building and disposal - Integrating MHM as a module in the CR-WASH capacity-building package • Strengthening a positive communication environment by celebrating Global Menstrual Hygiene Day by coordinating with different department/CSOs/Youth Platforms 	<ul style="list-style-type: none"> • Implementation Plan for strengthening MHM Value chain with GO Circular • Capacity Building Package with integrated MHM knowledge and norms • Campaign/Outreach Report for the celebration of Global Menstrual Hygiene Day 	<p>30th May 2025</p> <p>28th February 2025</p> <p>30th June 2025</p>	8 Days
e. Engaging Youth and Children platforms (ECO Club for Mission LiFE) for positive communication environment around climate-resilient WASH			
<ul style="list-style-type: none"> • Mainstreaming ECO Club for Mission LiFE in schools as part of regular programming • Developing capacity-building packages for ECO Clubs for Mission LiFE on WASH behaviours and Mission LiFE themes • Developing capacity Building plan for strengthening ECO Clubs in the state and implementing (RSK) • Facilitating plan for climate action campaigns led by ECO 	<ul style="list-style-type: none"> • GO Circular on operationalizing ECO Club for Mission LiFE in schools • Capacity Building package on Mission Life for skilling ECO Clubs in schools • Departmental Capacity Building plan for Youths/School children on WASH-CCES components /GO Circular • Campaign Report on youth engagement for WASH-CCES 	<p>31st May 2025</p> <p>30th April 2025</p> <p>31st July 2025</p> <p>31st August 2025</p>	6 Days

	<p>Clubs and Child Cabinets, promoting sustainable practices within schools and implement.</p> <ul style="list-style-type: none"> Developing case studies to showcase the benefits and capture the learning from the field for further scale up with the department. 	<ul style="list-style-type: none"> Case Study on youth engagement for promoting climate-resilient WASH norms (One) 	<p>30th September 2025</p>	
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7. DUTY STATION

The selected consultant will be based at the Rajya Shiksha Kendra (RSK) headquarter, Government of Madhya Pradesh in Bhopal. The consultants' attendance, travel and leave shall be approved by the Government Official to whom they report

8. SUPERVISOR

Technical Consultant will report to the Chief Engineer/In-charge (Civil Section)/Additional Mission Director, Rajya Shiksha Kendra, Government of Madhya Pradesh at the State level.

9. ESTIMATED DURATION OF CONTRACT

The duration of the contract will be 12 months (1st January 2025 - 31st December 2025)

10. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)

The consultant is expected to undertake the travel within Madhya Pradesh. The consultant shall be traveling to various parts of the state. The total numbers of estimated days of travel outside Bhopal are approximately **35 days during the contract period of 5 months with prior approval.**

11. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/ TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

- Post Graduate Degree / Diploma from a Government recognised University in rural development or social work or other relevant disciplines from a government-recognized university. PG Diploma/Degree in WASH or relevant field will be preferred.
- 10 years of work experience in the school and Anganwadi WASH, rural water and sanitation sector. Knowledge and experience in working with the Government programme (preferably in the Madhya Pradesh)
- Good knowledge of community approaches for Sanitation and water.
- A good knowledge of prevailing rules and regulations of departments related to the WASH sector in the Government of Madhya Pradesh. Departments are such as Education, WCD, Panchayat Raj Institutions, Education Department, Women & Child Development, Health and Public Health Engineering Department.
- Experience working in Govt. WASH Flagships SBSV/JJM/NRDWP/SBM(G)/NBA/TSC/NRDWP/SBSV
- Working knowledge of working in MS Excel/MS Word –report writing/data analysis experience.
- Excellent communication skills in Hindi; ability to understand, read and write in English.

12. PAYMENT SCHEDULE

Payment will be made on monthly basis upon receipt of the deliverable and certified invoice by supervisors.