

**Applications to be submitted on:** [www.inductusjobs.com/un](http://www.inductusjobs.com/un) (pdf format only)

**Position:** Technical assistance for rural WASH programme management  
**Employing Agency (Employer):** Inductus Limited

**Duration of the contract:** Initial contract will be issued till 31<sup>st</sup> May 2025, from the date of joining (TOR validity is upto 28-Feb-2026)

**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](http://www.inductusjobs.com/un)

**No. of Vacancy: 1 (ONE)**

**Duty Station:** SPM NIWAS Kolkata with frequent travelling to States and New Delhi

**Reporting Line:**

1. Administrative Supervision- Inductus Limited
2. Technical Supervision: WASH Specialist

**Last Date for Application:** 12 February 2025 (Mid-Night)

#### **TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT**

##### **1. BACKGROUND / RATIONALE**

The Government of India (GoI) has, in the last decade, prioritized the implementation of WASH programmes for achieving sector goals. This has resulted in the achievement of nearly universal coverage status in rural sanitation. After a largely successful Swachh Bharat Mission initiative on sanitation, the focus of the government is towards the universal access to safe and secure domestic water supply, aimed at providing piped water supply through taps to all households in a fixed time frame, which will also target achieving SDG 6.1 on drinking water supply.

Under the Jal Jeevan Mission (JJM), launched in August 2019, the Government of India aims to provide safe and adequate drinking water through functional household tap connections to every rural household. At the inception of the mission, as on 31<sup>st</sup> March 2019, there were approximately 17.87 crore households in rural areas, out of which only 3.23 crore (18.33%) rural households had tap water connections. About 14.6 crore households needed to be provided with household tap water connections. As of January 2025, significant progress has been made, with over 15.41 crore households (approximately 79.56%) receiving functional tap water connections. However, since the 2024 target could not be fully achieved, efforts are being made in mission mode to complete the remaining coverage. The focus has now expanded to not only achieving

universal coverage but also enhancing service delivery, ensuring higher standards of water supply, and sustaining long-term functionality of assets.

The JJM emphasizes the sustainability of drinking water sources through mandatory source sustainability measures, such as groundwater recharge, greywater management, water conservation, and rainwater harvesting. It also seeks to make water and sanitation infrastructure more resilient to the impacts of climate change. A crucial aspect of the mission is to sustain the Open Defecation Free (ODF) status by managing faecal sludge in an environmentally safe manner, ensuring the safe management of all types of liquid waste, and promoting the segregation of solid waste at the source. The mission also focuses on strengthening backward and forward linkages of solid waste management facilities and creating a market value chain for processed solid waste to generate economic returns. Additionally, efforts are directed at sustaining ODF Plus status and keeping villages visually clean by promoting behavioral change, regular waste collection, and community participation. These integrated approaches aim to ensure not just functional water supply but also holistic sanitation, leading to cleaner and healthier rural communities.

Another important aspect is water quality monitoring and surveillance. Which is also given due priority under JJM and AMRUT (Urban Water Supply) and one of the most critical components in the sustenance of O&M practices. Most of the water quality laboratories are NABL accredited across the states. These laboratories are in need for support towards NABL accreditation for microbiological testing.

To achieve this goal, the Ministry of Jal Shakti, Department of Drinking water and sanitation has requested UN ORGANISATION to assist in supporting this initiative with the engagement of one competent and skilled professional for supporting the roll out of the JJM programme.

This initiative converges well with the WASH strategy of UN ORGANISATION that aims to strengthen capacities of partners to roll out programs that shall enable provision of achieving safe, adequate and sustainable drinking water supply and sanitation to all. This is directly connected to the achieving SDG 6 goals.

**This TOR is for the engagement of one professional with expertise and experience in managing and implementing drinking water supply programmes.**

## **2. PURPOSE OF ASSIGNMENT**

This project requires engagement of one WASH professional with expertise and experience in drinking water supply, who will support the roll out of Gol's flagship programme on rural and urban drinking water supply. The consultant will require to work closely with DDWS, Ministry of Jal Shakti, and Ministry of Housing and Urban Affairs (MoHUA), Government of India and State Line departments towards managing, supervising, and monitoring the rollout of drinking water supply schemes under Jal Jeevan Mission. The consultant shall also provide strategic support to UN ORGANISATION's interventions across the 16 states where it is actively engaged in facilitating the implementation of water and sanitation services.

### **3. PROGRAMME AREA AND SPECIFIC PROJECT AREA**

The proposed position is a part of WASH – Output 502. Output 502: *Water*: By 2027, Government and partners have increased capacities in technical, social behaviour change and gender transformation to plan, implement and monitor equitable and climate-resilient safely managed drinking water services.

### **4. OBJECTIVE/S**

Recruit one consultant, who will support the rollout of the Jal Jeevan Mission and AMRUT 2.0 (Urban Water Supply). The goal is to provide sustainable tap water supply to all rural as well as urban households in the next 1 year. The consultant will be required to support Department of Drinking Water and Sanitation (DDWS) and Urban Development Department (UDD) in programme coordination and management, monitoring, analysis, reporting, and knowledge management. The consultant shall also support the UN ORGANISATION interventions in the 16 states where UN ORGANISATION is extending implementation support both for water and sanitation services.

### **5. MAJOR TASKS TO BE ACCOMPLISHED: Overall programme coordination and management**

1. Support the Ministry of Jal Shakti (MoJS) and Ministry of Housing and Urban Affairs (MoHUA) in managing the capacity building activities through institutions such as KRC, ISA, SIRD, and state institutions, to ultimately reach out to all Gram Panchayats and urban local bodies. This includes coordination and management support for:
  - Development of online learning resources by creating training video lectures as training materials on various aspects of JJM and AMRUT 2.0 (Urban Water Supply) in close coordination with Ministry of Jal Shakti, Ministry of Housing and Urban Affairs, UN ORGANISATION Field Offices and respective State line departments.
  - Workshops and national events for planning and building capacity under the Jal Jeevan Mission to train the relevant institutions and review their performance.
  - State departments so that may avail and engaging these institutions.
  - Monitoring and evaluation support to the Ministries of the engagement and capacity building efforts.
2. Support towards enhancement in Water Quality Monitoring and Surveillance activities. This includes coordination and management support for:
  - NABL accreditation of laboratories on microbiological testing and capacity building of laboratory personnel
  - On-boarding Integrated Public Health Laboratory (IPHL) under Health Department and Water quality laboratories under Urban Authorities on Water Quality Laboratory network of JJM through partnership with Quality Council of India/Sri Ram Institute for Industrial Research.
  - Operationalisation of integration of Integrated Public Health Laboratories (IPHL) with Water Quality Laboratory network of JJM
  - National and regional workshops for building capacity of PHED and Health functionaries on water quality monitoring and health outcomes
  - Development of national level SOP, Technical Guidelines, Protocols, and training materials for operationalisation of Water Quality monitoring and Surveillance by Health functionaries
  - Capacity building of PHED and Health functionaries on Water Quality Monitoring and health outcomes.

3. Support ministry and states in development of national level and state level policy/guidelines for Operation and Maintenance of Rural Water Supply.
4. Support towards development of guidelines, capacity building and handholding support to states on Climate Resilient Water services. This includes:
  - Organising consultations and validation of findings from reports
5. Skilling is crucial component under Jal Jeevan Mission especially towards sustained O&M practices. Ministry of Jal Shakti and Ministry of Skill Development are jointly putting in efforts to skill local personnel from Gram Panchayats to take care of the routine maintenance work of their own rural water supply schemes, providing opportunities of employment generation and long term sustainability. This requires coordination, management and technical support towards implementation at national as well as at state level. The support towards Skilling includes:
  - Orientation and hand holding support to states for taking up skilling activities at scale
  - Organising National/Regional workshops and documentation on rolling out of Skilling – challenges, opportunities, and cross learning through best practices of IRAP partnership
6. Joint Monitoring Programme (JMP) provides global status of safely managed drinking water and safely managed sanitation. It is jointly managed by WHO and UN ORGANISATION. The scope of the JMP is safely managed drinking water and safely managed sanitation to each and every households across the country. The consultant would support, coordinate, and provide technical assistance in close coordination with Ministry of Jal Shakti, Ministry of Housing and Urban Affairs and UN ORGANISATION as and when required.
7. Support strengthening of capacities for Uttar Pradesh government in three districts (Bareilly, Amroha and Barabanki) to address safely managed drinking water to help ensuring long-term impact and sustainability under Halem + UN ORGANISATION partnership. This includes:

Building the capacities of state and district level institutions which includes

- Capacity building of officials from State Water and Sanitation Mission, Uttar Pradesh Jal Nigam, and other institutions
  - Develop a cadre of master trainers and cascade training to field workers on preventive maintenance and minor repairs
  - Support capacity building of women in three districts of Uttar Pradesh through training on water quality testing and safe drinking water practices using field test kits
  - Support activities that help to improve health, hygiene, and educational opportunities for girls and women to address issue gender discrimination with focus on
    - reduction in violence against women,
    - increasing menstrual hygiene management (MHM),
    - improving access to skills and increased livelihoods,
    - enabling women to have greater decision making in communities and households, and
  - Support Women Self Help Groups (SHGs) across three districts to enhance their livelihood opportunities including micro-financing, financial literacy, and leadership skills.
8. Coordination and management support the SPM-NIWAS Digital Academy
    - Technical support and coordination for MoJS with the various partners, including the RWPF, and agencies involved in the development of the SPM-NIWAS Digital Academy.
  9. The Rural WASH Partners Forum (RWPF) was created by MoJS. It is a formalised network of over 150 partners working on 12 thematic areas with UN ORGANISATION as lead partner for

capacity building, and overall specifically for West Bengal and Tamil Nadu. The consultant would support, coordinate, and provide technical assistance when and as required for the function of the RWPF, especially as part of UN ORGANISATION's role.

10. Support in the integration of climate change and environmental sustainability (CCES) in UN ORGANISATION programming and advocacy for the same with the Government.

- Integrate and focus on CCES across UN ORGANISATION India water safety and security programming.
- Work with partners and leverage change for the integrating of CCES through and with them.
- Coordination and advocacy support to MoJS for the integration and implementation of the above.

11. Others:

- Coordinate within the department(s) and States for implementation of mission activities, as required.
- Facilitate design of work plans for the mission to leverage funding support/ better explore convergence with other programmes, community contribution and support in partnership building with implementation support agencies/ NGOs/ CBOs for designing and operationalising such business plans.
- Provide overall policy and directional inputs to integrate and align mission activities with objectives of other ministry level programs like SBM 2.0, or latest program Atal Bhujal Yojana and similar climate change adaptation programmes.
- Provide inputs and guidance for moving sector towards cost recovery and growth with an eye on promoting investments/ PPP models in service delivery.
- Provide observations on the implementation of software activities of the mission and facilitate course correction, if any.
- Develop regular policy briefs on various aspects of the mission and its roll-out relevant to different key stakeholders.

### **Strategic Oversight for Monitoring, Analysis and Reporting**

12. Facilitate establishment of systems, frameworks, metrics, processes, activity plan, templates and dashboard for guidance and tracking progress on the mission activities on the lines of change management
13. Specialised assistance for certain assessments for the MoJS, such as the JJM functionality assessment, and support in advocating for Jal Jeevan Survekshan and UN ORGANISATION and WHO's Join Monitoring Programme compliant methodology across Government efforts for monitoring and evaluation drinking water supply interventions.
14. Support UN ORGANISATION interventions in 16 partner states
15. Support states and SPM NIWAS to strengthen their training and capacity building efforts including preparation of course material (subject presentation), development of relevant case studies, Technical guidelines, and other relevant resource material for specific training needs.

### **Strategic oversight of Knowledge and External Communications**

16. Oversight of management of the UN ORGANISATION ICO WASH Knowledge Hub to ensure it is updated and provides easy access to guidelines, model documents, etc.
17. Work with Ministry and States to facilitate identification and creation of learning materials.
18. Leverage dashboard and mission progress data to guide content management for external communications and sharing key milestones and achievements.
19. Strategic facilitation for the planning of external events/ workshops/ conferences for dissemination of mission achievements.

20. Oversight of communications strategy for the mission and key partner agencies for collaboration
21. Identify reputed international/ national publications and facilitate the perspective and drafting of articles on overall objectives and vision of JJM.
22. Develop and support documentation on state efforts, existing policies and good practices for sharing, among others.
23. Coordination and quality assurance support to UN ORGANISATION field offices for regular submissions for the Jal Jeevan Samvad.
24. **International Collaborations and Research Expansion:** Extending consultancy support will facilitate partnerships with global institutions to position SPM-NIWAS as a knowledge leader in the Global South. Joint research projects, international conferences, and policy papers can enhance the institute's global reputation.
25. Develop course modules to build the capacities of various stake holders in creation climate resilient WASH infrastructure.

### **Capacity Building for Improved Climate resilient Water and Sanitation Service Delivery**

- **Climate-Resilient WASH Infrastructure:** Develop and deliver training modules to build stakeholder capacity for designing, implementing, and maintaining climate-resilient water, sanitation, and hygiene (WASH) infrastructure. The modules should focus on assessing climate risks, adopting adaptive technologies, and ensuring long-term sustainability and resilience of WASH assets in the face of extreme weather events.
- **Enhanced Service Delivery:** Design capacity-building programs aimed at achieving higher service delivery standards, such as "Drink from Tap" quality water and dawn-to-dusk uninterrupted water supply. Training should cover key areas such as water quality management, real-time monitoring, efficient water distribution, leakage prevention, and integration of smart technologies to ensure reliable and continuous service.
- **Remote Monitoring Using IoT:** Develop and conduct training sessions on the use of Internet of Things (IoT) technologies for remote monitoring of water and sanitation services. The consultant will be responsible for equipping stakeholders with the knowledge of setting up and operating IoT-enabled devices, data collection, and analytics for proactive decision-making. The training must also address data security, privacy, and system integration with existing service infrastructure.
- **Community Engagement and Grievance Redressal Mechanisms:** Strengthen stakeholder capacity to engage communities effectively, promote demand-side management, and implement efficient grievance redressal systems. The focus should be on building trust, ensuring accountability, and enhancing user satisfaction.

### **6. DELIVERABLES AND DEADLINES**

In view of the nature of the work, all the responsibilities will have to be done throughout the period of engagement.

**The payments will be processed on a monthly basis against a monthly report, based on an agreed 3 monthly plan, highlighting key activities and achievements under this assignment**

### **7. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)**

As and when required, Consultants are expected to undertake 3 field visits in a month about 9 days travel per month. The field missions may involve travel to any of the state and districts in the country, for State/National level consultation/meetings and supervision. The itinerary cannot be indicated at this point of time as the consultant will have to travel based on instructions from MoJS.

**8. ESTIMATED DURATION OF CONTRACT (PART TIME / FULL TIME)**

For 12 months starting from 1<sup>st</sup> March 2025 to 28<sup>th</sup> February 2026 (Full time). The contract will be made in two instalments, first one till 31 May 2025 till the contract with the HR agency. The next contract will be issued by the agency who will be onboarded from 1 June 2025.

**9. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT (Please use as applicable)**

Post Graduation in Engineering/public health/sciences/social sciences/economics/rural development or equivalent degree is required.

8 years of experience in supporting Government and Public sector/ Private Sector drinking water supply projects at National/ State/ district level with Government, donor organizations, NGOs, training institutes, etc; specifically, in lead and advocacy roles.

Experience in working with the Government and/or UN ORGANISATION is as asset. Fluency in English and Hindi languages.

10. Monthly payment on submission of updated tasks and activity report for supporting activities, duly approved by the supervisor/s