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(pdf format only)

Position: State Consultant – Water Quality and Water Supply (WQWS)

Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial contract will be issued till 31-May-2026 (Further Extendable)

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 Positions (One)

Duty Station: Patna (Bihar) with travel to selected districts in Bihar and other States as required.

Reporting Line: 1. **Administrative Supervision:** Inductus Limited

2. **UN Organisation:** WASH Specialist / Officer

Last Date for Application: 25th November 2025 (Mid-Night)

CONTENT OF TERMS OF REFERENCE(TOR)

1. Background:

The Government of Bihar (GoB) is implementing two major rural water supply initiatives: the Mukhya Mantri Gramin Peyjal Nischay Yojana (MGPNY), funded by the state government, and the Jal Jeevan Mission (JJM), a centrally sponsored scheme. Both programs aim to ensure safe and adequate tap water supply to every rural household in the state. As of the latest MIS report, approximately 16 million households (96.41%) have been covered with piped water connections - marking significant progress toward universal access.

In a recent policy shift, the GoB has decided to transfer all Panchayati Raj Department-commissioned water supply schemes in non-water quality affected habitations to the Public Health Engineering Department (PHED) for ongoing operation and maintenance (O&M). This transition has doubled PHED's operational responsibility, adding over 68,000 ward-level schemes to its existing portfolio. This development underscores the urgent need to review and harmonize the O&M policies of both departments and to develop a comprehensive, unified O&M framework for sustainable service delivery.

Despite impressive coverage, water quality remains a major challenge in Bihar, with 11 districts affected by fluoride, 12 by iron, 14 by arsenic, and widespread bacteriological contamination. To address this, the state has implemented the National Rural Drinking Water Quality Monitoring and Surveillance Programme (NRDWQMS), establishing a robust network of district laboratories - 37 of which are NABL-accredited. The State Water Quality Cell plays a key role in capacity building and technical mentoring. Bihar's water supply systems also face climate-induced vulnerabilities, particularly in flood- and drought-prone areas, where infrastructure is frequently damaged and water sources compromised. These risks, combined with existing contamination, underscore the urgent need for technical assistance to design and implement climate-resilient systems, strengthen water safety planning, and build institutional capacity for adaptive, risk-informed service delivery.

UN ORGANISATION, as a technical partner, is supporting PHED in the effective implementation of both JJM and MGPNY, with a focus on strengthening water quality monitoring, surveillance systems, and sustainable service delivery. Given the evolving landscape of water governance and the scale of responsibilities now entrusted to PHED, there is a pressing need to engage a State-Level Consultant who can provide dedicated support in the following areas:

- Strengthening institutional frameworks and O&M systems for rural water supply schemes
- Enhancing water quality monitoring, data management, and laboratory capacity
- Supporting the development and implementation of water safety plans and quality assurance protocols
- Facilitating inter-departmental coordination and capacity building at state and district levels
- Promoting community engagement and sustainability mechanisms for safe water access

This consultancy will play a critical role in ensuring that the state's ambitious water supply agenda is not only achieved but sustained—delivering safe, equitable, and climate-resilient water services to every rural household in Bihar.

2. Purpose of Assignment:

The purpose of this assignment is to provide strategic Technical Assistance (TA) to the Government of Bihar for the effective implementation of its flagship rural water supply programs—Jal Jeevan Mission (JJM) and Mukhya Mantri Grameen Peyjal Nishchay Yojana (MGPNY). These initiatives aim to achieve universal access to safe and adequate drinking water through household tap connections, a priority agenda for the state. With over 96% coverage already achieved, the focus is now shifting toward ensuring sustained functionality and service reliability across all schemes.

A critical area of support will be the strengthening of operation and maintenance (O&M) systems, especially in light of the transfer of over 68,000 ward-level schemes to the Public Health Engineering Department (PHED). This requires harmonizing policies, building institutional capacity, and establishing robust monitoring mechanisms. Additionally, the assignment will support the enhancement of water quality monitoring and surveillance, including regular handholding for district laboratories and the State Water Quality Cell. Recognizing Bihar's vulnerability to climate-induced risks such as flooding and groundwater stress, the TA will also focus on integrating Climate Change and Environmental Sustainability (CCES) principles into water supply planning - particularly through source sustainability strategies and climate-resilient infrastructure design. This comprehensive support will help ensure uninterrupted, safe, and sustainable water services for all rural communities in Bihar.

3. Major tasks to be accomplished:

During the previous year, this consultancy supported PHED and key partners in strengthening rural water supply systems, water quality monitoring and surveillance, and water safety planning. Core responsibilities included handholding support, supervision of laboratories with a focus on NABL accreditation, engagement of Ward Implementation & Management Committees (WIMCs) in community-based O&M, and capacity building of state and district-level functionaries. The consultant also contributed to training needs assessments, reporting protocols, and documentation aligned with national and state flagship programs.

The current Terms of Reference (TOR), developed for a two-year period, builds on this foundation while aligning with new Strategic Plan (2026-29), approved Rolling Work Plan (2025–2027) and the emerging programmatic priorities under Jal Jeevan Mission and Mukhyamantri Gramin Peyjal Nischay Yojana. The revised scope places greater emphasis on upstream advocacy, institutional capacity building, and system-level strengthening to ensure sustainability of piped water supply programs. Key responsibilities include supporting the development of Annual Action Plans, policy guidelines, and climate-resilient technologies for flood- and drought-prone areas. The consultant will lead capacity building initiatives, develop a WASH Emergency Preparedness and Response (EPR) plan, and integrate climate change and environmental sustainability into water programming. Additional tasks involve designing behavioral change campaigns, generating field-level evidence for advocacy and system improvement, and producing knowledge products focused on safely managed drinking water services. The TOR reflects a forward-looking approach to deepen impact, scale innovations, and strengthen convergence across departments - facilitating policy dialogue and technical support to state and district authorities in alignment with national priorities for universal access to safe and sustainable drinking water with the following specific tasks.

4. Tasks:

1. **Annual Action Planning** Support the development of Annual Action Plans for safely managed drinking water services, integrating climate adaptation, source sustainability, and community-based O&M in alignment with national and state flagship programs.
2. **Policy & Strategy Development** Develop policy guidelines, strategic frameworks, and operational manuals to strengthen the implementation of water supply and water quality initiatives across the state.
3. **Climate-Resilient Infrastructure** Promote the design and development of climate-resilient drinking water assets, particularly in flood-prone and drought-affected regions.
4. **Emergency Preparedness & Response** Develop WASH Emergency Preparedness and Response (EPR) plans and establish coordination mechanisms. Strengthening the capacity of government, CSOs, and IAG partners through training and field-level support.
5. **Training Needs Assessment & Planning** Conduct Training Needs Assessments (TNA) and develop comprehensive capacity building calendars for state and district-level teams.
6. **Capacity Building & Training** Design and roll out annual capacity building plans, including Training of Trainers (ToTs), and provide handholding support for effective implementation of water supply and water quality programs.
7. **Guidelines & Module Development** Develop training modules and operational guidelines for stakeholders on O&M, water quality monitoring systems (WQMS), and water safety planning (WSP).
8. **Support to CSO Partners** Assist CSO partners in planning, executing, and monitoring community-based water supply and quality initiatives.
9. **Community Engagement** Facilitate the involvement of Ward Implementation & Management Committees (WIMCs), women SHGs, and other community-based organizations in O&M, water

quality monitoring, and water safety planning.

10. **Behavioral Change Campaigns** Design and implement multimedia behavioral change campaigns focused on safely managed drinking water services and community ownership.
11. **Knowledge Management & Advocacy** Lead documentation of best practices, develop knowledge products, and conduct studies and assessments to inform advocacy and system strengthening.
12. **Technical Support & Handholding** Provide ongoing support to PHED, State Laboratory, and partners on water supply, O&M, water quality monitoring & surveillance, and water safety planning.
13. **Stakeholder Coordination** Liaise regularly with state and district officials to strengthen program implementation and promote convergence across departments.
14. **Supervision & Reporting** Conduct supportive supervision of state, district, and sub-divisional laboratories, and submit reports to the State Water Quality Cell with a focus on NABL accreditation.
15. **Monitoring & Review** Facilitate periodic reviews of national and state flagship programs related to water supply and water quality and contribute to evidence-based improvements.

5.Deliverables and Deadlines:

#	Major Task	Deliverable
1	Annual Action Plan and Strategic Frameworks	Comprehensive Annual Action Plan developed for safely managed drinking water services, integrating climate adaptation measures, source sustainability strategies, and community-led O&M approaches—aligned with national and state flagship programs.
2	Policy, Technical, and Capacity Building Package	Annual training calendar and capacity building plan developed , incorporating training of trainers and handholding support to strengthen implementation of water supply and water quality initiatives across state and district levels.
3	Climate-Resilient Infrastructure and Emergency Preparedness	Implementation roadmap developed for climate-resilient drinking water technologies in flood- and drought-prone areas, along with a WASH Emergency Preparedness and Response (EPR) plan and coordination mechanism to enhance field-level response capacity.
4	Behavioral Change and Community Engagement Strategy	Mix-media behavioral change campaigns developed to mobilize communities, promote safe drinking water practices, and strengthen local ownership and participation in rural water supply systems.
5	Evidence and Knowledge Products for System Strengthening	Field-based evidence generated through assessments (including SLB) and monitoring, and knowledge products developed on climate-resilient and environmentally sustainable water services to inform policy dialogue, advocacy, and system strengthening.

6. Qualifications/Specialized Knowledge/ Experience / Competencies / Core / Technical / Functional)/Language Skills Required for the assignment:

Minimum Qualifications	Years of Experience/Knowledge/Expertise/Skills required***:
required**: Bachelors ☒ Masters ☒ PhD ☐ Others? Enter Disciplines: Minimum: Graduate in Civil Engineering or master's in environmental science/ Hydrogeology / Geography and in related field. Desirable: Ph.D in in related field.	Essential Experience and Competencies - Minimum 5 years of relevant experience in Water Supply Programme and Water Quality Monitoring & Surveillance. Desirable Experience and Competencies - Strong language skills in Hindi and English (reading, writing, and speaking). - Proficiency in computer applications, including MS Office (Word, Excel, PowerPoint). - Demonstrated skills in training, communication, analytical reporting, and documentation. - Sensitivity and understanding of gender, equity, and diversity issues in the context of Bihar. - Effective liaison and coordination skills with government departments and other stakeholders. - Prior experience working with Public Health Engineering Department, Panchayati Raj Department, and Rural Development Department. - Good understanding of government systems, NGOs, PRIs, and familiarity with water sector flagships such as Jal Jeevan Mission and Mukhyamantri Gramin Peyjal Nischay Yojana.

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