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(pdf format only)

Position: State Consultant – WASH in Schools and Pre Schools

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:

Education is a powerful catalyst for social, economic, and political transformation, and a cornerstone for building an equitable society. Under the Samagra Shiksha Abhiyan (SSA), the Government of Bihar has made significant progress in expanding access to education. However, achieving quality education—as enshrined in the Right of Children to Free and Compulsory Education Act (RTE), 2009—requires a holistic approach that includes a safe, inclusive, and enabling learning environment. Water, Sanitation, and Hygiene (WASH) in schools is a critical component of this environment. WASH in Schools directly influences children's health, attendance, retention, and learning outcomes. Adequate water supply, functional gender-segregated toilets, handwashing stations, and effective waste management systems are essential to ensure a healthy and dignified school experience. These facilities must be institutionalized as part of daily school operations to safeguard children from illness and exclusion, especially during health emergencies.

The Department of Education, Government of Bihar, has made commendable progress in scaling up WASH services in schools. A key milestone has been the development and rollout of the Bihar Swachh Vidyalaya Puraskar (BSVP) - a state specific benchmarking and award system that enables schools to assess and improve their WASH standards. Despite this progress, data from BSVP 2021–22 and 2022–23 shows that over 50% of schools fall under the 1- and 2-star categories, highlighting the need for sustained efforts to bring them up to the benchmark.

In parallel, the growing threat of climate change poses additional challenges to children's health and education. Children are disproportionately affected by climate-induced hazards such as floods, droughts, heatwaves, and water scarcity. These risks compromise the availability and quality of essential services, including WASH. Therefore, it is imperative to integrate climate resilience and environmental sustainability into school infrastructure and operations, making schools climate-smart and future-ready.

To address this, the Education Department is also prioritizing the strengthening of Eco Clubs under Mission LiFE (Lifestyle for Environment) across schools. These clubs play a vital role in fostering environmental stewardship among students and empowering them as agents of change to mitigate climate challenges through hands-on activities, awareness campaigns, and sustainable practices.

Furthermore, Anganwadi Centers (AWC), which serve as early childhood development hubs, are being repositioned as vibrant, child-friendly spaces. These centers are frequented not only by children but also by pregnant and lactating women, who are particularly vulnerable to infections. Ensuring hygienic conditions in and around Anganwadi Centers is vital for safeguarding health outcomes. To complement efforts in AWC, the Integrated Child Development Services (ICDS) must develop and implement a WASH benchmarking system for Anganwadi Centers, modeled on the BSVP framework.

Given the scale, complexity, and cross-sectoral nature of these initiatives, there is a compelling need to engage a State-Level Technical Consultant – WASH in Schools and Pre-Schools. This consultant will provide strategic technical assistance to the Education Department and ICDS, over a two-year period. The role will include:

- Supporting implementation and scale-up of the BSVP and Mission 3 Star campaign.
- Integrating climate resilience and sustainability into school WASH programming.
- Facilitating development of WASH benchmarking guidelines for Anganwadi Centers.
- Strengthening institutional capacities for planning, monitoring, and sustaining WASH services.
- Promoting behavior change and community engagement for long-term impact.
- Supporting the revitalization and capacity building of Eco Clubs under Mission LiFE to empower children as climate champions.

This engagement will be instrumental in ensuring that every child in Bihar has access to a safe, healthy, and inclusive learning environment—laying the foundation for lifelong well-being, environmental responsibility, and educational success.

2. Purpose of Assignment:

The purpose of this assignment is to provide strategic technical assistance to the Education Department, Government of Bihar, to strengthen the implementation of the Bihar Swachh Vidyalaya Puraskar (BSVP) and support the Mission 3 Star campaign aimed at upgrading schools to meet state-defined WASH benchmarks in a phased and sustainable manner. Despite notable progress, a significant proportion of schools remain below the desired standards, requiring targeted support to improve infrastructure, operations, and behavior change practices.

In addition, the assignment will focus on mainstreaming Climate Change and Environmental Sustainability (CCES) into the regular WASH in Schools programming. With children increasingly vulnerable to climate-induced risks, it is essential to build climate-smart school environments that promote resilience, resource conservation, and environmental stewardship.

Furthermore, the assignment will contribute to strengthening Eco Clubs under Mission LiFE, empowering students as agents of change to lead climate action and promote sustainable practices

within their schools and communities. Overall, this consultancy will play a critical role in enhancing the quality, equity, and resilience of WASH services across educational institutions in Bihar, contributing to improved health, learning outcomes, and climate preparedness for children.

The consultant will also support the development of technical guidelines and operational frameworks to improve WASH services in both schools and Anganwadi Centers (AWCs), ensuring age-appropriate, inclusive, and hygienic facilities. This includes assisting concerned departments in rolling out and institutionalizing these standards for long-term sustainability.

3. Major tasks to be accomplished:

During the previous year, the consultancy supported state and district stakeholders in strengthening WASH in Schools and Pre-Schools (AWCs) through integration of priority-based interventions into action plans, rollout of the Bihar Swachh Vidyalaya Puraskar (BSVP), and development of climate-sensitive Swachhta Action Plans (SAPs). The role also involved facilitating convergence of WinS interventions with departmental schemes, strengthening ICDS systems for WASH in AWCs, and building institutional capacity through Training Needs Assessments, capacity building plans, and training modules developed with Technical Support Agencies. Additional responsibilities included supporting costed plans and demonstrations, enhancing O&M of WASH facilities, rolling out MHM interventions, fostering partnerships with youth networks, and undertaking regular analysis, documentation, and knowledge management, along with facilitation of learning and sharing visits to replicate best practices across Bihar.

However, the current Terms of Reference (TOR) has been developed for new recruitment, intended for a two-year period. While the position builds on previous work, the scope has been revised in alignment with the new Strategic Plan (2026-29), approved Rolling Work Plan (2025–2027) and the emerging programmatic needs. The updated tasks place greater emphasis on upstream advocacy, institutional capacity building, and system-level strengthening. This includes supporting the development of strategic frameworks, assessment tools, and monitoring systems for sustainable climate resilient water supply and sanitation services at the schools and the AWC level; enhancing convergence across departments; and facilitating policy dialogue and technical support to state and district authorities. The revised TOR reflects a forward-looking approach to deepen impact, scale innovations, and align with national priorities to make schools and anganwadi centers clean, safe and healthy place for the children with the following specific tasks.

4. Tasks:

1. **Integration of WASH in Action Plans** Support BEPC and ICDS to integrate priority-based WASH interventions into state/district action plans and roadmaps for strengthening WASH in Schools and AWCs.
2. **Rollout of Bihar Swachh Vidyalaya Puraskar (BSVP)** Facilitate implementation of BSVP to make schools WASH compliant and climate resilient through training, capacity building, and handholding support.
3. **School Swachhta Action Plans (SAPs)** Support development and implementation of climate-

- sensitive SAPs for schools, aligned with BSVP benchmarks, to strengthen compliance and resilience.
4. **Convergence of WinS Interventions** Facilitate dovetailing of ongoing WASH in Schools (WinS) interventions with BEPC and other departmental schemes/programs for greater impact.
 5. **Strengthening ICDS for WASH in AWCs** Provide technical and capacity building support to ICDS for effective implementation and monitoring of WASH in AWCs, ensuring compliance and climate resilience.
 6. **AWC Swachhta Action Plans (SAPs)** Support development and rollout of climate-sensitive SAPs for AWCs through training, capacity building, and handholding support.
 7. **Training Needs Assessment (TNA) and Capacity Building Plans** Help state/district teams conduct TNAs and develop comprehensive capacity building plans and calendars for SSA/ICDS staff to implement WASH in Schools and AWCs.
 8. **Technical Support Agencies (TSAs)** Identify and engage TSAs for development of training modules/manuals on BSVP/WASH in AWCs and facilitate rollout of training programs.
 9. **Training of Resource Teams** Provide facilitation support for training state/district resource teams on BSVP/NSVP and assist in nomination of schools for awards at state and national levels.
 10. **Costed Plans and Demonstrations** Facilitate development of costed plans and demonstration models for WASH in Schools and AWCs in selected districts to showcase climate-smart approaches.
 11. **Operation and Maintenance (O&M)** Strengthen systems for sustainable O&M of WASH facilities in schools and AWCs to ensure functionality and long-term service delivery.
 12. **Menstrual Hygiene Management (MHM)** Support rollout of MHM interventions in selected KGBVs and schools to promote safe and inclusive hygiene practices.
 13. **Youth Engagement and Partnerships** Develop partnerships with youth networks (Bal Sansads, Meena Manch, Eco Clubs, Mission LiFE) to promote peer-led WASH awareness, climate action, and environmental stewardship.
 14. **Climate-Smart and DRR Initiatives** Strengthen climate-smart and disaster risk reduction initiatives in schools, including support to the Chief Minister School Safety Programme, to enhance preparedness and resilience.
 15. **Monitoring, Documentation, and Knowledge Sharing** Conduct regular analysis of WASH in Schools and AWCs under flagship programs, facilitate documentation of best practices, and organize learning/sharing visits for replication.

5. Deliverables and Deadlines:

#	Major Task	Deliverable
1	Strategic Planning and Policy Frameworks	State-level Annual Action Plans developed for strengthening WASH in Schools integrating climate adaptation measures and compliance with national/state benchmarks.
2	Capacity Building and Institutional Strengthening	Capacity building plans and calendars developed, and state/district resource trained on strengthening WASH services and climate smart interventions in Schools.

3	Program Implementation and Partnerships	Bihar Swachh Vidyalaya Puraskar (BSVP) roadmap developed and rolled out, with schools supported through training, capacity building, and handholding to achieve WASH compliance and climate resilience, complemented by MHM interventions and youth-led partnerships to sustain awareness and action.
4	Infrastructure Strengthening and Resilience	Costed WASH plans and demonstration models developed with operation and maintenance systems strengthened to ensure sustainable, functional, and climate-resilient WASH facilities in schools.
5	Monitoring, Documentation, and Knowledge Management	Best practices documented and learning/sharing visits facilitated—leading to replication and scale-up of successful WASH models across districts.

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

Minimum Qualifications	Years of Experience/Knowledge/Expertise/Skills required***:
<p>required**: Bachelors <input checked="" type="checkbox"/> Masters <input checked="" type="checkbox"/> PhD <input type="checkbox"/> Others? Enter Disciplines: Minimum: Master’s in public health / education / social sciences or any other related field.</p>	<p>Essential Experience and Competencies</p> <ul style="list-style-type: none"> • Minimum of 5 years of relevant work experience in the Water, Sanitation, and Hygiene (WASH) sector with a special focus on WASH in Schools and Anganwadi centers. <p>Desirable Experience and Competencies</p> <ul style="list-style-type: none"> • Strong understanding of social sector program planning and implementation, particularly within the Bihar context. • Demonstrated experience in monitoring, accountability, documentation, and knowledge management of national and state flagship programs. • Proficiency in training delivery, strategic communication, analytical reporting, and hands-on documentation. • Fluency in both Hindi and English (spoken and written). • Sound computer skills, including proficiency in MS Office applications (Word, Excel, PowerPoint). • Sensitivity to and understanding of gender, equity, and diversity issues, especially in the socio-cultural context of Bihar. • Prior experience in implementing and monitoring rural and urban WASH programs in Bihar will be considered an added advantage.

Enquiries:

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