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(pdf format only)

Position: State Consultant – Sanitation

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:

Safe sanitation encompasses proper disposal of human waste, toilet usage, and waste management. Poor sanitation leads to diseases, child mortality, water contamination, economic losses, and human dignity compromise. The Swachh Bharat Mission (SBM), launched in 2014, aimed to achieve Open Defecation Free India by 2019. With significant progress, SBM Phase II focuses on sustaining ODF status, promoting hygienic behavior, and solid and liquid waste management.

In Bihar, the SBM(G) program has been integrated with the Lohiya Swachh Bihar Abhiyan (LSBA) and implemented by the Rural Development Department. Despite progress in toilet construction, challenges persist due to poor construction quality, natural disasters, and inadequate waste management. Technical assistance is being extended to strengthen safely managed sanitation systems, including climate resilience, and promote sustainability.

UN ORGANISATION is providing technical assistance to the Government of Bihar to strengthen safely managed sanitation systems under the Swachh Bharat Mission (Grameen) Phase II. This support focuses on enhancing the sustainability of Open Defecation Free (ODF) status, promoting safe hygiene practices, and improving solid and liquid waste management in rural areas. Technical assistance aims to build capacities of state and district-level stakeholders, promote innovative solutions, and support the development of sustainable sanitation infrastructure, including faecal sludge management and climate-resilient sanitation systems. This support is aligned with the Government of India's vision for achieving Sustainable Development Goal 6 (SDG 6) on water and sanitation.

2. Purpose of Assignment:

The purpose of this assignment is to provide technical support to the Rural Development Department and other key line departments in strengthening the implementation of Open Defecation Free Sustainability (ODF-S) and ODF Plus interventions in Bihar, in alignment with the Swachh Bharat Mission (SBM) and Lohiya Swachh Bihar Abhiyan (LSBA) guidelines. This technical assistance aims to enhance the capacities of state and district-level stakeholders in planning, implementing, and monitoring sustainable sanitation initiatives, with a focus on sustaining ODF status, promoting safe hygiene practices, and improving solid and liquid waste management.

Furthermore, this assignment will also focus on integrating Climate Change and Environmental Sustainability (CCES) agenda into sanitation programming, ensuring that sanitation interventions are climate-resilient, sustainable, and environmentally friendly. This will involve providing technical guidance on climate-resilient sanitation infrastructure, faecal sludge management, and sustainable waste management practices, among others. The goal is to contribute to the achievement of Sustainable Development Goal 6 (SDG 6) on water and sanitation, while also supporting the Government of Bihar's efforts to improve the health, dignity, and well-being of its citizens, particularly in rural areas.

3. Major tasks to be accomplished:

During the previous year, the major tasks under this consultancy included supporting the implementation and monitoring of ODF-S and ODF Plus interventions, strengthening waste management strategies, and rolling out sanitation campaigns. The role also involved facilitating capacity building of sanitation workers and supervisors, developing standard operating procedures (SOPs), designing communication frameworks, and coordinating with relevant departments to ensure the safety, dignity, and social protection of sanitation workers. Additional responsibilities included stakeholder coordination, documentation of best practices, and system strengthening through training, supportive supervision, periodic reviews, and knowledge management.

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 places greater emphasis on upstream advocacy, institutional capacity building, and system-level strengthening to prepare for the anticipated launch of Swachh Bharat Mission 3.0 in 2026. This includes supporting the development of strategic frameworks, assessment tools (including one for the Service Level Benchmarking), and monitoring systems for sustainable sanitation and waste management; 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 for universal sanitation coverage and environmental sustainability with the following specific tasks.

4. New tasks:

- 1. Comprehensive Waste Management Strategies** Support the rollout of O&M strategies for Solid Waste, Plastic Waste, Bio-medical Waste, Grey Water, and School/Anganwadi/HCF-based SLWM interventions.
- 2. Strengthening ODF(S), ODF Plus, and FSSM Programming** Contribute to the planning, implementation, and sustainability of ODF(S), ODF Plus, and FSSM initiatives, including retrofitting campaigns and statewide toilet repair programs.
- 3. Develop Policy Frameworks and Guidelines** Draft policy documents, strategic frameworks, SOPs, and manuals to guide effective implementation of sanitation and hygiene programs at state and district levels.
- 4. Lead Capacity Building Initiatives** Design and implement annual capacity-building plans, training of trainers, and developing modules/manuals for sanitation workers, supervisors, and government functionaries.

5. **Coordinate Stakeholder Engagement and Institutional Strengthening** Liaise with state and district officials, implementing partners, and departments to ensure coordinated efforts and institutional support for sanitation programs.
6. **Promote Sanitation Worker Welfare** Facilitate access to social security schemes and ensure the safety, dignity, and well-being of sanitation workers.
7. **Design and Execute Communication & Behavior Change Campaigns** Develop and roll out multi-media awareness campaigns to promote safe sanitation and hygiene practices among communities.
8. **Supporting Climate-Resilient Sanitation Solutions** Promote the development of climate-resilient sanitation infrastructure, particularly in flood-prone areas.
9. **Strengthen Monitoring, Evaluation, and Learning (MEAL)** Develop monitoring frameworks, conduct field assessments, and generate regular progress updates to inform midcourse corrections and improve program delivery.
10. **Facilitate Evidence Generation and Knowledge Management** Conduct studies, document best practices, and develop knowledge products focused on safely managed sanitation and environmental sustainability.
11. **Drive Market-Based Sanitation Solutions** Design initiatives to strengthen the sanitation and hygiene market ecosystem in the state.
12. **Promote Skilling and Livelihood Opportunities in WASH** Leverage resources to create employment and skill development opportunities in the sanitation and hygiene sector.
13. **Emergency Preparedness and Response for Sanitation Services** Provide technical assistance to State authorities and selected districts in Bihar to strengthen WASH-related emergency preparedness and response, with a focus on flood-prone areas.

5.Deliverables and Deadlines:

#	Major Task	Deliverable
1	Statewide Annual Action Plan for ODF-S, ODF Plus, and FSSM	A comprehensive implementation plan developed outlining sanitation priorities, targets, and implementation strategies for safely managed sanitation services across rural areas.
2	Policy and Technical Guidance Package	An operational manual, and implementation guideline developed to support effective rollout of national/state flagship programs, including SBM 3.0 readiness.
3	Climate-Resilient Sanitation Infrastructure Framework	Implementation roadmap developed for flood-resilient sanitation assets (toilets, WPU, FSTPs), with a focus on vulnerable geographies.
4	State Capacity Building and Behavior Change Strategy	Annual training calendar, and multi-channel IEC campaign plan developed to strengthen institutional capacities and drive sanitation-related behavior change.
5	Knowledge and Evidence Portfolio	Documentation of best practices, monitoring reports, assessment tools, and knowledge products focused on climate-resilient sanitation, market engagement, and livelihood generation.

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: Master's degree in environmental science/studies, public health, communication, social sciences or any other related field.	Essential Experience and Competencies • Minimum of 5 years of relevant work experience in the Water, Sanitation, and Hygiene (WASH) sector. Desirable Experience and Competencies • 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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