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(pdf format only)

Position: State Consultant – Knowledge Management for WASH & CCES

Employing Agency (Employer): Inductus Limited

Duration of the contract: The initial contract will be issued until 31 Dec 2026 and may be further extended, subject to project requirements and satisfactory performance.

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 Position (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: Technical supervision:** UN ORGANIZATION: WASH Specialist

Last Date for Application: 30th December 2025 (Mid-Night)

CONTENT OF TERMS OF REFERENCE(TOR)

1. Background:

The Government of Bihar has made significant progress in expanding drinking water supply and sanitation services as part of its inclusive development agenda. The flagship programme Har Ghar Nal Ka Jal has achieved near-saturation coverage, reaching more than 95.71% of households with piped water supply through Functional Household Tap Connections (FHTCs) as of December 2025 (JJM Dashboard). While coverage is commendable, the sustainability of piped water supply systems depends critically on effective operation and maintenance, where behavioural aspects and community ownership play a decisive role.

Similarly, Swachh Bharat Mission (Gramin)/Lohiya Swachh Bihar Abhiyan (LSBA) has contributed significantly to eliminating open defecation and improving hygiene in rural areas. The State is now focused on sustaining ODF status through ODF Sustainability (ODFS) and ODF Plus programming. WASH facilities in schools, Anganwadi Centres, and healthcare institutions have expanded steadily, but their long-term functionality requires strengthened systems for operation, maintenance, and behavioural reinforcement.

At the same time, Bihar remains highly vulnerable to climate change. Rising temperatures, erratic rainfall, and recurring floods and droughts threaten water resources, agriculture, and public health. The State's Jal-Jeevan-Hariyali Mission is an ambitious multi-stakeholder initiative addressing water conservation, groundwater recharge, afforestation, agro-reforms, and renewable energy promotion to build climate resilience.

At this crucial juncture, Knowledge Management (KM) emerges as a strategic enabler across WASH and CCES programming. KM ensures that flagship programmes not only achieve coverage but also sustain outcomes by:

- Providing access to relevant knowledge, expertise, and resources for effective service delivery.
- Facilitating community engagement and participation, thereby strengthening ownership and sustainability.
- Supporting capacity building of state, district, and community-level stakeholders.
- Promoting collaboration among government agencies, CSOs, and private sector partners to reduce duplication and optimize resources.
- Ensuring evidence-based decision-making through timely data, research, and documentation of best practices.
- Enabling systematic learning, scaling successful interventions, and wider impact across the State.

To institutionalize these processes, UN ORGANISATION proposes to engage a State-level Consultant – Knowledge Management for WASH & CCES for a period of two years. The consultant will provide technical assistance to government counterparts, strengthen KM systems, and ensure that lessons learned from ongoing programmes are captured, disseminated, and embedded into policy and practice. This role will be pivotal in sustaining the gains of Har Ghar Nal Ka Jal, LSBA, and Jal-Jeevan-Hariyali Mission, while advancing climate-resilient, gender-responsive, and inclusive WASH and CCES outcomes for the long-term benefit of women and children in Bihar.

2. Purpose of Assignment:

The purpose of this assignment is to strengthen Knowledge Management (KM) systems across the WASH and Climate Change & Environmental Sustainability (CCES) programme areas in Bihar, ensuring that the gains of flagship initiatives such as Har Ghar Nal Ka Jal, Swachh Bharat Mission (Gramin)/LSBA, Jal Jeevan Mission/Mukhyamantri Gramin Peyjal Nischay Yojana, Swachh Vidyalaya Puraskar/SBSV, Kayakalp, and Mission LiFE are sustained and scaled. The consultant will assess

existing KM systems, identify gaps, and develop strategies to improve knowledge sharing, documentation, and evidence generation.

A core element of technical assistance will be the design and implementation of KM systems, tools, and processes tailored to the needs of diverse WASH and CCES stakeholders, including government departments, CSOs, and community institutions. The consultant will also develop and deliver structured training programmes to build stakeholder capacity in KM, WASH, and CCES, thereby institutionalizing knowledge practices at state and district levels.

By embedding KM into programme delivery, the assignment will enhance collaboration, reduce duplication of efforts, and ensure that decision-making is informed by accurate, timely, and evidence-based data. Ultimately, this support will contribute to improved programme effectiveness, climate-resilient and gender-responsive service delivery, and sustainable development outcomes for women and children in Bihar.

3. Major tasks to be accomplished

During the past year, the consultancy supported government counterparts and partners in strengthening Knowledge Management (KM) systems for WASH and CCES. KM tools and processes were designed and implemented, knowledge-sharing platforms established, and training programmes delivered to build stakeholder capacity. A range of knowledge products—including reports, briefs, success stories, and best practices—were developed and disseminated, complemented by workshops, communities of practice, and partnerships with government, civil society, academia, and the private sector. Monitoring frameworks were introduced to track KM effectiveness, with emphasis on equity, inclusion, and gender-responsive approaches to ensure sustainable outcomes.

Building on this foundation, the current two-year TOR aligns with the Strategic Plan (2026–29), Rolling Work Plan (2025–2027), and priorities under JJM, MGPNY, LSBA, and Mission LiFE. The revised scope emphasizes upstream advocacy, institutional capacity building, and system-level strengthening of KM structures. The consultant will support development of KM action plans, institutionalize innovative KM models, integrate climate and gender responsiveness, lead training and knowledge-sharing initiatives, generate evidence for advocacy, and produce knowledge products to sustain WASH and CCES outcomes. This forward-looking TOR aims to deepen impact, scale innovations, and strengthen convergence across stakeholders for inclusive, climate-resilient services.

Tasks:

The consultant will provide technical assistance on Knowledge Management (KM) across WASH and CCES—covering sanitation, safe drinking water, institutional WASH, menstrual hygiene, and climate-resilient interventions—in line with the agreed work plan. Core tasks include assessing knowledge gaps, designing and implementing a KM strategy, developing tools and repositories, building stakeholder capacity, facilitating knowledge-sharing platforms and events, producing evidence and knowledge products, strengthening partnerships, and establishing monitoring frameworks to sustain inclusive, gender-responsive, and climate-resilient outcomes. The specific tasks are outlined as follows:

1. **Assessing Knowledge Gaps and Needs** Identify knowledge gaps and capacity needs of WASH and CCES stakeholders at state, district, and community levels.

2. **Analyze Existing KM Systems** Review current KM tools, platforms, and practices; prepare a comprehensive report with findings and actionable recommendations.
3. **Design Tailored KM Strategy** Develop a state-specific KM strategy aligned with Bihar's WASH and CCES priorities, outlining key activities, timelines, and resources.
4. **Develop and Implement KM Systems** Establish and operationalize KM systems, tools, and processes tailored to stakeholder requirements, ensuring integration with existing information systems.
5. **Establish Knowledge-Sharing Platforms** Design and maintain databases, repositories, and online forums to facilitate systematic knowledge exchange across programmes and partners.
6. **Capacity Building on KM, WASH & CCES** Design and deliver structured training programmes to strengthen stakeholder skills in KM, evidence use, and programme documentation.
7. **Facilitate Knowledge-Sharing Events** Conceptualize and organize workshops, conferences, and learning exchanges to promote collaboration and cross-learning among stakeholders.
8. **Develop and Disseminate Knowledge Products** Produce and share research reports, policy briefs, fact sheets, success stories, and best practice documents to inform advocacy and programming.
9. **Promote Learning Culture and Communities of Practice** Foster a culture of adaptation and continuous learning; facilitate communities of practice and learning networks across WASH and CCES actors.
10. **Strengthen Partnerships for KM** Build and sustain collaborations with government agencies, CSOs, academia, and private sector organizations to institutionalize KM interventions.
11. **Monitoring and Evaluation of KM Interventions** Develop and implement an M&E framework to track KM effectiveness; conduct regular assessments to inform future strategies.
12. **Document Lessons Learned and Build Online Repository** Capture and share lessons learned with emphasis on equity, inclusion, and gender-transformative approaches; support development of an online repository for KM products (training manuals, communication materials, policy documents, etc.).

4. Deliverables and Deadlines:

#	Major Task	Deliverable
1	Comprehensive KM Strategy & Systems	<ul style="list-style-type: none"> Produced a comprehensive assessment report on knowledge gaps and existing KM practices with actionable recommendations. Developed a tailored KM strategy, systems, and tools aligned with Bihar's WASH & CCES priorities.
2	Knowledge-Sharing Platforms & Repository	<ul style="list-style-type: none"> Established integrated knowledge-sharing platforms, including databases, repositories, and online forums linked with existing systems. Created an online repository of KM products for WASH & CCES (training manuals, communication materials, policy documents, etc.).
3	Capacity Building & Learning Networks	<ul style="list-style-type: none"> Delivered training programmes on KM, WASH, and CCES, strengthening capacity of government, CSOs, and community stakeholders.

		<ul style="list-style-type: none"> Facilitated workshops, conferences, and communities of practice, fostering collaboration and continuous learning among stakeholders.
4	Knowledge Products & Evidence Generation	<ul style="list-style-type: none"> Produced and disseminated policy briefs, fact sheets, success stories, and best practice documents. Documented and shared lessons learned, highlighting equity, inclusion, and gender-transformative approaches.
5	Monitoring, Evaluation & Partnerships	<ul style="list-style-type: none"> Implemented an M&E framework to track KM effectiveness and conducted regular assessments for continuous improvement. Strengthened partnerships with government, CSOs, academia, and private sector to institutionalize KM interventions.

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

Minimum required**:	Qualifications	Years of Experience/Knowledge/Expertise/Skills required***:
Bachelors <input type="checkbox"/> Masters <input checked="" type="checkbox"/> PhD <input type="checkbox"/> Others? Enter Disciplines: Minimum: Master's degree in communication/environmental science/public health / social science		Essential Experience and Competencies <ul style="list-style-type: none"> Minimum 5 years of relevant work experience preferably in water, sanitation, and hygiene as well as climate change and environmental sustainability interventions. Desirable Experience and Competencies <ul style="list-style-type: none"> Strong language skills in Hindi and English (reading, writing, and speaking). Hands-on experience in knowledge management of WASH & CCES programs. Experience with programme planning, implementation, and evaluation. Knowledge & understanding of WASH rights viz-a-viz Right to Education. 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.

Enquiries:

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