

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

Position: State Consultant - WASH and CCES, Telangana

Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial contract will be issued till 31-Dec-2026 and may be further extended, subject to project requirements, satisfactory performance and funding availability.

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: Hyderabad. The consultant will be based in Hyderabad and will work primarily in a remote modality, with visits to government offices, UN ORGANISATION Field Office, and districts as required for programmatic activities.

Reporting Line: (1) Administrative Supervision- Inductus Limited

: (2) Technical Supervisor -1. **UN ORGANISATION:** Water, Sanitation and Hygiene (WASH) Specialist, UN ORGANISATION, Hyderabad

Last Date for Application: 2nd February 2025 (Monday, 17:30 hrs. IST)

CONTENT OF TERMS OF REFERENCE (TOR)

1. Background:

The Government of Telangana, with technical support from UN ORGANISATION, is undertaking efforts to strengthen systems for sustainable and equitable Water, Sanitation, and Hygiene (WASH) services. These initiatives are aligned with Sustainable Development Goal (SDG) 6 and state flagship programs such as Mission Bhagiratha (MB) and the Swachh Bharat Mission (SBM). Telangana has emerged as one of the leading states in the country, achieving Open Defecation Free (ODF) Plus Model status under SBM and universal household tap connection coverage under MB.

To ensure the sustainability of these WASH achievements, it is essential to integrate climate resilience, disaster risk reduction (DRR), and long-term sustainability considerations into state systems and processes. In this context, UN ORGANISATION will engage a State WASH Support Consultant to facilitate sectoral convergence, enhance institutional coordination, and support the operationalization of relevant policies and Standard Operating Procedures (SOPs).

Under the supervision of the UN ORGANISATION WASH Specialist and in close collaboration with key government departments, the consultant will strengthen state-level capacity in planning, monitoring, and knowledge management. The role will contribute to sustaining and scaling climate-resilient and inclusive water and sanitation systems, in alignment with UN

ORGANISATION’s Rolling Work Plan and the Government of Telangana’s vision for achieving sustainable WASH outcomes.

2. Purpose of Assignment:

This section will help in relating the deliverables / contribution of the consultants to the Programme results.

Telangana has emerged as one of the leading states in the country, achieving Open Defecation Free (ODF) Plus Model status under SBM and universal household tap connection coverage under MB. But sustaining quality, equitable, and climate-resilient WASH services require addressing key gaps: inconsistent policy implementation, limited integration of climate resilience and DRR, and weak coordination and capacity at departmental and Gram Panchayat levels.

To address these gaps, in addition to WASH Specialist’s upstream support, the targeted support through a State level Consultant is required for continued engagement and follow up on decisions, ensuring support to government departments in policy-to-practice translation, and strengthening monitoring and reporting systems.

By coordinating with PR&RD, SERP and TGIRD, the consultant will assist WASH Specialist in integration of climate resilience, environmental sustainability, and DRR into JJM and SBM-G programs, contributing to sustained, equitable, and effective WASH outcomes across the state.

Objectives of the assignment

1. Strengthen state systems and inter-departmental coordination to improve equitable, gender-responsive, and climate-resilient WASH–CCES service delivery across Telangana, in alignment with RWP Output 501.
2. Enhance evidence-based planning and monitoring by supporting the collection, analysis, and use of WASH–CCES data, enabling informed decision-making and progress tracking.
3. Improve institutional capacities of TGIRD, SERP, PR&RD, and partner agencies through targeted capacity-building, ToTs, refresher trainings, and structured follow-up.
4. Integrate climate resilience, environmental sustainability, and DRR approaches into state WASH programmes (MB/SBM-G) to ensure continuity, risk reduction, and sustainability of services.
5. Facilitate evidence-based SBCC and advocacy interventions promoting sustained hygiene and sanitation behaviours.
Strengthen gender and social inclusion by ensuring integration of MHM, women’s safety, accessibility, and inclusion indicators in planning and implementation7. Improve documentation and knowledge management by generating case studies, performance summaries, and best practice compendiums for cross-learning and scale-up.

3. Major tasks to be accomplished:

Coordination with PR&RD, SSBM, and other departments to strengthen state-level systems for WASH–CCES integration, policy guidance, and capacity building. Support documentation, evidence generation, and advocacy for equity, gender, and climate resilience in WASH programming.

Area	Major Tasks	Achievements
------	-------------	--------------

Policy and Institutional Coordination	Facilitate the development, revision, and dissemination of WASH–CCES-related policies and operational guidelines, including support for Annual Implementation Plans (AIPs) for SBM and Jal Jeevan Mission (JJM). Support coordination meetings with PR&RD, SSBM, Rural Water Supply, and other key stakeholders.	Strengthened policy and institutional coordination mechanisms for climate-resilient and inclusive WASH service delivery.
SBCC and Advocacy	Coordinate implementation of the State SBCC Plan integrating equity, gender, and climate resilience. Validate IEC materials for context and inclusivity. Coordinate and document key campaigns and community mobilisation activities.	Enhanced capacity to design and implement evidence-based SBCC and advocacy interventions promoting sustained hygiene behaviours.
Capacity Building & Institutional Development	Support design and rollout of ToTs, refresher programmes, and exposure visits with TGIRD, SERP, and PR&RD. Strengthen the WASH cell at SIRD for institutional capacity development and research. Facilitate preparation of annual training calendars and track learning outcomes.	Institutional capacities of key departments and partners strengthened to deliver effective, sustainable WASH programmes.
Gender and Equity Mainstreaming	Track gender-disaggregated data and report inclusion progress. Facilitate consultations for integrating MHM, women’s safety, and accessibility into WASH infrastructure planning and implementation.	Gender and equity mainstreamed in WASH policy, planning, and service delivery.
Monitoring, Data, and Evidence	Consolidate WASH–CCES monitoring data and prepare periodic analytical briefs. Support robust monitoring systems for WASH and CCES in tribal and marginalized areas.	Strengthened monitoring and evidence systems generating data-driven insights to inform equitable WASH programming.
Documentation, Knowledge, and Learning	Compile and disseminate case studies on safely managed sanitation and water systems. Facilitate state-level knowledge exchange, learning workshops, and cross-district documentation of effective practices.	Enhanced knowledge management and cross-learning contributing to the scale-up of successful WASH and CCES models.
Sanitation Workforce Safety and Dignity	Support training on occupational safety, social protection entitlements, and welfare schemes for sanitation workers. Integrate workforce safety and dignity into departmental reviews. Facilitate mapping and profiling of sanitation workers in pilot districts.	Improved safety, dignity, and social protection for sanitation workers, integrated in state systems and sectoral reviews.
CSR and PPP Engagement	Facilitate engagement of Corporate Social Responsibility (CSR) and Public–Private Partnership (PPP) initiatives for WASH–CCES; coordinate follow-ups with line	Expanded resource base and strengthened partnerships with private sector and CSR entities to

	departments and private sector partners to mobilize resources and leverage expertise.	scale WASH–CCES interventions.
Coordination and Reporting	Prepare monthly and quarterly progress reports, including data and visual documentation. Support periodic review meetings with UN ORGANISATION and state focal points. Maintain an organized digital repository of all program documents and reports for transparent tracking and accountability.	Improved program coordination, reporting, and documentation supporting timely decision-making and accountability in WASH–CCES initiatives.

4. Deliverables

S.No.	Major Task	Deliverable
1	Policy and Institutional Coordination	Support drafting/review of WASH–CCES policies; organize quarterly coordination meetings; maintain action trackers and reports.
2	SBCC and Advocacy	Implement State SBCC Plan; validate IEC materials; coordinate key campaigns.
3	Capacity Building	Coordinate ToTs, refresher trainings, exposure visits; prepare training calendars; document outcomes.
4	Gender and Inclusion	Facilitate consultations on MHM, safety, accessibility; track and report gender outcomes; pilot gender-responsive WASH in target districts.
5	Monitoring and Data	Collate and analyze quarterly WASH data; prepare briefs; update state dashboard.
6	Partnerships and Resource Mobilisation	Facilitate CSR/PPP events; prepare partnership notes; track follow-ups.
7	Documentation and Learning	Compile best practices; support knowledge-sharing events; produce quarterly and annual progress reports.
8	Sanitation Workforce Safety	Map sanitation workers; support safety workshops; assist Action Plan drafting.
9	Coordination and Reporting	Prepare monthly/quarterly reports with visuals; facilitate biannual reviews; maintain documentation repository.

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

Minimum Qualification: Master’s degree in *Public Health, Social Sciences, Environmental Studies, Management*, or a related field is desirable.

Years of experience: Minimum 7 years of progressive experience in the development and/or humanitarian sector, with demonstrated results in program implementation or technical support. 3 years of hands-on experience in WASH programme at state or district level. 3 years of experience working for Government/ Bilateral/Multilateral programs

Language Proficiency: Fluency in English and Telugu (written and spoken) is an essential qualification. Candidates who do not have fluency in local Telegu language must not apply.

6. Application Procedures:

1. Qualified female/male candidates are requested to please indicate their ability and availability to undertake the terms of reference above.
2. Please forward your application to hr@inductusgroup.com and apply on <https://inductusjobs.com/un/> website by 17:30 hrs. on/or before 02.02.2026 with subject line "State Consultant – WASH in School" in separate files:

Your online application should contain three separate attachments

1. A Cover letter explaining the motivation for applying and also explaining how the qualifications and skill set of the candidate are suitable for this position. Please clearly mention and Minimum Notice Period Time to take up the assignment. (Not more than 1 page).
3. Your latest Curriculum Vitae (CV) detailing all your qualification, experiences, personal details etc.
4. PDF copies of sample documents produced by you in the past.

Your application will not be considered if the application is not forwarded as per the process above.

Please submit your online application latest by 17:30 hrs. Indian Standard Time on or before 02.02.2026. Any attempt to unduly influence the selection process will lead to automatic disqualification of the applicant.

Enquiries:

Inductus Limited
C-127, Sector-2
Noida, Delhi / NCR Area
UP, India – 201301
Email: hr@inductusgroup.com