

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

**Position:** State Consultant - WASH and CCES, Andhra Pradesh

**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](http://www.inductusjobs.com/un)

**No. of Vacancy:** 1 Positions (One)

**Duty Station: Vijayawada.** The consultant will be based in Vijayawada 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:** 2<sup>nd</sup> February 2026 (Monday by 17:30 hrs. - IST)

### **CONTENT OF TERMS OF REFERENCE (TOR)**

#### **1. Background:**

The Government of Andhra Pradesh (GoAP), with support from UN ORGANISATION, is strengthening systems for sustainable and equitable Water, Sanitation, and Hygiene (WASH) services. These initiatives align with Sustainable Development Goal 6 (SDG 6) and national programmes such as the Jal Jeevan Mission (JJM) and Swachh Bharat Mission (SBM).

Andhra Pradesh has made substantial progress by achieving Open Defecation Free (ODF) Plus status, expanding household tap coverage, and improving WASH facilities in schools, Anganwadis, and health centers. However, consolidating and sustaining these gains requires robust institutional mechanisms, effective policy implementation, and ongoing capacity development.

Sustaining WASH outcomes necessitates integrating climate resilience, disaster risk reduction (DRR), and sustainability principles into planning, monitoring, and implementation processes. This also includes enhancing coordination among departments and equipping local institutions with the capacity to effectively manage WASH services.

UN ORGANISATION supports GoAP through technical assistance, policy guidance, capacity building, and evidence-based planning. To augment these efforts, UN ORGANISATION will engage a State WASH Support Consultant in Andhra Pradesh. Under the supervision of WASH Specialist (UN ORGANISATION Hyderabad Field Office) and in close coordination with relevant state departments, the consultant will facilitate inter-departmental collaboration, assist in policy and SOP implementation, and strengthen

state capacity for planning, monitoring, and knowledge management. This 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 Andhra Pradesh's vision for sustainable WASH outcomes.

## **2. Purpose of Assignment:**

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

Andhra Pradesh has made progress under SBM and JJM programs, but sustaining quality, equitable, and climate-resilient WASH services requires 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 SAC, PR&RD, RWSS, SERP and APSIRD, 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 Andhra Pradesh, 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 the state to make informed decisions and track progress toward sustainable WASH outcomes.
3. **Improve institutional capacities** of APSIRD, SERP, PR&RD, WDCW, and other partner agencies through targeted capacity-building, ToTs, refresher trainings, and structured follow-up, contributing to long-term system strengthening.
4. **Integrate climate resilience, environmental sustainability, and DRR approaches** into state WASH programmes (JJM/SBM-G) to ensure continuity, risk reduction, and sustainability of services.
5. **Facilitate evidence-based SBCC and advocacy interventions** that promote sustained hygiene and sanitation practices, supporting the state to operationalize behaviour change and equity-focused communication strategies.
6. **Strengthen gender and social inclusion in WASH programming** by ensuring integration of MHM, women's safety, accessibility, and inclusion indicators in planning, implementation, and monitoring processes.
7. **Improve documentation and knowledge management** by generating case studies, performance summaries, and best practice compendiums to support sector learning, cross-sharing, and scale-up efforts.

### 3. Major tasks to be accomplished:

Area	Major Tasks	Achievements
Policy and Institutional Coordination	Facilitate development and periodic review of state-level policies, guidelines, or advisories on WASH–CCES and gender inclusion. Organize and document quarterly meetings of the State WASH–CCES Coordination Committee and inter-departmental forums. Maintain action trackers, meeting notes, and progress summaries for SAC and PR&RD review.	Strengthened policy and institutional coordination mechanisms for climate-resilient and inclusive WASH service delivery.
SBCC and Advocacy	Support implementation of the State SBCC Plan aligned with JJM and SBM-G priorities. Facilitate validation of IEC materials to ensure integration of gender, climate, and equity messages. Coordinate and document major campaigns and events like World Water Day and MHM Day.	Enhanced capacity to design and implement evidence-based SBCC and advocacy interventions promoting sustained hygiene behaviours.
Capacity Building & Institutional Development	Coordinate with APSIRD, SERP, PR&RD, and WDCW to organize ToTs, refresher sessions, and exposure visits. Support rollout of training calendars and feedback tracking. Document capacity-building outcomes and lessons learned for policy and program reviews.	Institutional capacities of key departments and partners strengthened to deliver effective, sustainable WASH programmes.
Gender and Inclusion Mainstreaming	Facilitate consultations with SERP and WDCW on integrating MHM, women’s safety, and accessibility into WASH infrastructure. Track and report gender and inclusion outcomes quarterly. Support piloting of gender-responsive WASH models in tribal and backward districts.	Gender and equity mainstreamed in WASH policy, planning, and service delivery.
Monitoring, Data, and Evidence	Collate quarterly WASH–CCES monitoring data and prepare summary analytical briefs for state review meetings. Contribute to preparation of briefs linking WASH, health, and nutrition. Maintain and update the state WASH–CCES monitoring dashboard.	Strengthened monitoring and evidence systems generating data-driven insights for equitable WASH programming.
Partnerships and Resource Mobilisation	Facilitate CSR and PPP partnerships for WASH–CCES initiatives. Prepare concept notes and maintain partnership and financing repositories. Coordinate follow-ups with departments and CSR partners.	Expanded resource base and strengthened partnerships with private sector and CSR entities to scale WASH–CCES initiatives.
Documentation, Knowledge, and Learning	Compile case studies, innovations, and best practices across districts. Support APSIRD and SERP in organizing state-level knowledge-sharing sessions. Develop quarterly progress summaries and an annual compendium of WASH–CCES initiatives.	Enhanced knowledge management and cross-learning contributing to scale-up of successful WASH and CCES models.

Sanitation Workforce Safety and Dignity	Facilitate mapping and documentation of sanitation workers' welfare coverage. Support sensitization workshops on occupational safety, PPE usage, and social protection schemes. Contribute to drafting and reviewing the State Action Plan.	Improved safety, dignity, and social protection for sanitation workers integrated into state systems and sectoral reviews.
Coordination and Reporting	Prepare monthly and quarterly progress reports with data annexes, photos, and action trackers. Facilitate periodic performance reviews with UN ORGANISATION and GoAP focal points. Maintain an organized repository of coordination and event documentation.	Improved program coordination, reporting, and documentation supporting timely decision-making and accountability in WASH initiatives.

#### 4. Deliverables and Deadlines:

Sl. No.	Major Task	Deliverables
1	Policy and Institutional Coordination	Support drafting/review of WASH-CCES and gender inclusion policies. Organize quarterly coordination meetings. Maintain action trackers and progress reports.
2	SBCC and Advocacy	Implement State SBCC Plan aligned with JJM/SBM-G. Validate IEC materials with gender, climate, equity. Coordinate major campaigns.
3	Capacity Building	Coordinate ToTs, refresher trainings, exposure visits with APSIRD, SERP, PR&RD, WDCW. Support training calendars and feedback tracking. Document outcomes.
4	Gender and Inclusion Mainstreaming	Facilitate consultations on MHM, women's safety, accessibility. Track and report outcomes. Pilot gender-responsive WASH models.
5	Monitoring, Data, and Evidence	Collate and analyze quarterly WASH-CCES data. Prepare briefs linking WASH, health, nutrition. Update dashboard.
6	Partnerships and Resource Mobilisation	Facilitate CSR/PPP engagement. Prepare partnership notes and financing repository. Track follow-ups.
7	Documentation and Learning	Compile best practices. Support knowledge-sharing events. Produce quarterly summaries and annual compendium.
8	Sanitation Workforce Safety	Map sanitation workers, document welfare coverage. Support safety workshops and PPE use. Contribute to action plan drafting.
9	Coordination and Reporting	Prepare monthly/quarterly progress reports with annexes and photos. 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 Experiences:** 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 does 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](mailto: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:**

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