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only)**

(pdf format

Position: State Consultant (Urban WASH)

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: Guwahati, Assam

Reporting Line : (1) Administrative Supervision- Inductus Limited

: (2) Technical Supervision - WASH-CCES Specialist, Assam field office

Last Date for Application: 10th February 2026 (Mid-Night)

CONTENT OF TERMS OF REFERENCE (TOR)

1. Background:

Assam has made notable progress in Water, Sanitation, and Hygiene (WASH) through flagship initiatives such as the Swachh Bharat Mission (SBM) and Jal Jeevan Mission (JJM). The state's intensive efforts under SBM resulted in the construction of millions of household toilets and the achievement of open-defecation-free (ODF) status through widespread grassroots mobilization and Behavior Change Communication (BCC) campaigns. In urban and peri-urban areas, Municipal Boards/municipalities and Town Committees, guided by the Department of Housing and Urban Affairs and Directorate of Municipal Administration (DMA), have expanded sanitation coverage and strengthened the waste management system and hygiene awareness. Rural areas under SBM-Gramin (SBM-G) have similarly achieved ODF status, reflecting a statewide commitment to ending open defecation and improving sanitation access.

Despite these gains, significant challenges persist in managing sanitation by-products and ensuring safe, sustainable waste treatment. With most households now equipped with toilets, the focus has shifted to effective Faecal Sludge and Septage Management (FSSM), a core requirement for ODF+ goals under SBM-Urban Phase 2 and vital for strengthening the sanitation value chain from containment to safe disposal. Historically, Assam's urban centers lacked facilities to treat faecal sludge, leading to unhygienic dumping of septage into the environment. To address this, the state has initiated Faecal Sludge Treatment Plants (FSTPs) across Urban Local Bodies (ULBs). While these facilities are crucial for urban sanitation, many newly built FSTPs face operational

constraints such as limited trained manpower, inconsistent sludge intake, and maintenance issues, risking underutilization. Water bodies and soil remain vulnerable, particularly in peri-urban areas where untreated sludge enters the environment due to missing treatment linkages. Strengthening FSSM systems will therefore require both technical support and community-focused BCC to increase acceptance and demand for safe, mechanized desludging.

Adding complexity is the need for climate-resilient and climate-risk-informed sanitation systems. Assam's high rainfall and flood vulnerability mean that poorly designed containment structures and treatment facilities risk failure during extreme weather events, leading to contamination of water sources. Integrating resilience measures—such as elevated containment units, flood-proofed FSTPs, climate-risk assessments, and adaptive desludging schedules—is essential to protect health and infrastructure under changing climate conditions.

Another challenge is the urban–rural convergence gap. Peri-urban and rural areas generate sludge but often lack treatment facilities. Without effective linkages to nearby urban FSTPs, untreated sludge disposal undermines sanitation gains. The Government of Assam has therefore emphasized convergent planning between urban and rural sanitation programs. DoHUA, through the DMA and in coordination with PHED(SBM-G)/P&RD, is enabling rural access to urban FSTPs and harmonizing FSSM guidelines. A state FSSM policy and model ULB bylaws have been developed, but effective implementation requires sustained technical support, capacity-building, continuous BCC, and stronger institutional coordination. To address these needs, a dedicated State Consultant is being positioned to strengthen Assam's urban sanitation program, with a focus on FSSM, climate resilience, urban–rural convergence, and statewide WASH learning documentation.

2. Purpose of Activity/Assignment:

The assignment aims to strengthen the urban sanitation system with a focus on faecal sludge and septage management (FSSM) across Assam by ensuring sustainable operation of FSTPs, promoting urban–rural convergence for safe sludge treatment, and institutionalizing state FSSM policies and bylaws. It will drive behaviour change through SBCC and IEC initiatives, establish robust monitoring and quality assurance systems for compliance with environmental standards, and build WASH knowledge management platforms to capture and share best practices. Together, these efforts will optimize infrastructure utilization, improve sanitation coverage, and support evidence-based decision-making for long-term sustainability.

3. Objectives of the assignment:

- Optimize FSTP Operations: Ensure sustainable functioning of all the FSTPs by guiding ULBs on O&M, building operator capacity, and resolving technical issues to meet treatment standards.
- Enable Urban–Rural Convergence: Link rural and peri-urban areas with urban FSTPs through formal mechanisms, ensuring safe sludge collection and treatment while maximizing infrastructure use.
- Institutionalize FSSM Policy: Support DMA and ULBs in implementing Assam’s FSSM Policy and bylaws, including scheduled desludging, licensing operators, and integrating FSSM into city plans.
- Promote Behaviour Change: Design SBCC and IEC campaigns to encourage regular desludging, publicize FSTP benefits, and reduce stigma, while building local capacity for consistent messaging.
- Strengthen Monitoring & Knowledge Management: Establish systems for performance tracking, quality testing, and documentation of best practices to enable data-driven decisions and sector learning.

4. Major tasks and activities to be accomplished:

- **System Strengthening-** Institutionalize FSSM through notifications, MoUs, and bylaws to ensure Urban–Rural convergence. Develop and adopt SOPs for FSTP operations, desludging schedules, and licensing of private vacuum tankers for operational consistency. Implement robust monitoring mechanisms using BOD/COD testing, digital dashboards, and reporting systems. Strengthen financial sustainability and foster convergence between DMA, SBM-U & G for O&M, retrofitting, and climate-resilient infrastructure.
- **Capacity Building-** Enhance skills of ULB staff, operators, and sanitation workers through training on safe desludging practices and FSTP operation and maintenance. Provide specialized training for private desludging operators and SHGs on occupational safety and co-treatment approaches. Include modules on SBCC/IEC campaign design, FSTP management, and community engagement. Facilitate exposure visits and cross-learning opportunities among well-performing and new ULBs.
- **Urban–Rural Convergence-** Institutionalize linkages between DMA and SBM-G for integrated planning and budgeting. Coordinate with Pollution Control Board, PHED, and SIPRD for environmental safeguards and reuse promotion. Engage Tea Garden Associations, Development Authorities, and District Administrations to ensure inclusive implementation. Map sanitation facilities within a 15–20 km radius of FSTPs to optimize resources and improve service delivery.
- **Climate-Resilient Sanitation-** Integrate disaster preparedness into city sanitation plans and promote co-treatment and resource recovery models such as treated water reuse and composting. Advocate for green technologies aligned with circular economy principles. Conduct technical assessments of FSTPs in flood-prone areas to identify vulnerabilities and recommend mitigation measures, ensuring sustainable and low-carbon sanitation systems.
- **Monitoring & Supportive Supervision-** regular field visits to assess FSTP functionality and utilization. Develop dashboards and reporting templates to track key indicators such as treatment capacity, sludge inflow, and effluent quality. Prepare monthly and quarterly progress reports with actionable insights. Maintain a comprehensive database of sanitation workers and desludging operators to ensure safe and regulated service delivery

- **Knowledge Management**-Document best practices, success stories, and innovative models in urban sanitation and convergence. Create actionable knowledge products such as case studies, policy briefs, and IEC materials to inform decision-making. Maintain a centralized repository on FSSM, SBCC, and climate-resilient sanitation for easy stakeholder access. Facilitate learning exchanges and inter-ULB knowledge sharing to promote replication of proven approaches

5. Deliverables and Deadlines:

Major Task	Deliverable
1. System Strengthening - Institutionalize FSSM through notifications, MoUs, and bylaws to ensure Urban–Rural convergence. Develop and adopt SOPs for FSTP operations, desludging schedules, and licensing of private vacuum tankers for operational consistency. Implement robust monitoring mechanisms using BOD/COD testing, digital dashboards, and reporting systems. Strengthen financial sustainability and foster convergence between DMA, SBM-U & G for O&M, retrofitting, and climate-resilient infrastructure.	Monthly Progress Report
2. Capacity building-Enhance skills of ULB staff, operators, and sanitation workers through training on safe desludging practices and FSTP operation and maintenance. Provide specialized training for private desludging operators and SHGs on occupational safety and co-treatment approaches. Include modules on SBCC/IEC campaign design, FSTP management, and community engagement. Facilitate exposure visits and cross-learning opportunities among well-performing and new ULBs.	Monthly Progress Report
3. Urban–Rural Convergence -Institutionalize linkages between DMA and SBM-G for integrated planning and budgeting. Coordinate with Pollution Control Board, PHED, and SIPRD for environmental safeguards and reuse promotion. Engage Tea Garden Associations, Development Authorities, and District Administrations to ensure inclusive implementation. Map sanitation facilities within a 15–20 km radius of FSTPs to optimize resources and improve service delivery.	Monthly Progress Report
4. Climate-Resilient Sanitation -Integrate disaster preparedness into city sanitation plans and promote co-treatment and resource recovery models such as treated water reuse and composting. Advocate for green technologies aligned with circular economic principles. Conduct technical assessments of FSTPs in flood-prone areas to identify vulnerabilities and recommend mitigation measures, ensuring sustainable and low-carbon sanitation systems.	Monthly Progress Report
5. Monitoring & Supportive Supervision - regular field visits to assess FSTP functionality and utilization. Develop dashboards and reporting templates to track key indicators such as treatment capacity, sludge inflow, and effluent quality. Prepare monthly and quarterly progress reports with actionable	Monthly Progress Report

insights. Maintain a comprehensive database of sanitation workers and desludging operators to ensure safe and regulated service delivery	Monthly Progress Report
6. Knowledge Management -Document best practices, success stories, and innovative models in urban sanitation and convergence. Create actionable knowledge products such as case studies, policy briefs, and IEC materials to inform decision-making. Maintain a centralized repository on FSSM, SBCC, and climate-resilient sanitation for easy stakeholder access. Facilitate	Monthly Progress Report
	Monthly Progress Report

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

Minimum Qualifications required**	Years of Experience/Knowledge/Expertise/Skills required***
<p>Bachelors <input type="checkbox"/></p> <p>Masters <input checked="" type="checkbox"/></p> <p>PhD <input type="checkbox"/></p> <p>Others?</p> <p>Enter Disciplines: University degree in master's in social science/social work/Sociology/Mass communications, Environmental/civil engineer, preferably with specialized knowledge and experience in the</p>	<p>Essential:</p> <ol style="list-style-type: none"> 1. Minimum 3 years of relevant experience in the development sector and in the field of water, sanitation, and hygiene. Experience in program implementation/monitoring and focusing on social mobilization and capacity building of Government stakeholders. <p>Desirable:</p> <ol style="list-style-type: none"> 2. Experience in working with NGOs/CBOs/development partners/academic institutions, and knowledge about Assam and the Northeast States. 3. Experience in working with Bilateral/International/UN agencies is desirable. 4. Good negotiation and influencing skills supported by excellent communication skills 5. Demonstrated ability to work in a multi-disciplinary team environment with strong facilitation skills, ability to analyze reports, plan and monitor projects will be an asset 6. Excellent communication skills in Assamese, English, and Hindi, and knowledge of the other local language will be an added advantage.

Water, Sanitation, and Hygiene sector.	7. Ability to collaborate effectively with state-level government/offices of counterparts, and other departments/technical agencies.
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Enquiries:

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