

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

**Position:** State Consultant –WASH in schools, Karnataka

**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: Bengaluru.** The consultant will be based in Bengaluru 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 - **UN ORGANISATION:** Water, Sanitation and Hygiene (WASH) Specialist, UN ORGANISATION, Hyderabad

**Last Date for Application:** 23<sup>rd</sup> February 2026

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

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

UN ORGANISATION supports the Government of Karnataka in strengthening systems and capacities for Water, Sanitation, and Hygiene (WASH) and Climate Change and Environmental Sustainability (CCES), with a focus on ensuring safe, inclusive, and climate-resilient WASH services in institutions. These efforts are aligned with the Swachh Bharat Mission (SBM), Jal Jeevan Mission (JJM), and the National Education Policy (NEP), and directly contribute to Sustainable Development Goal 6—ensuring availability and sustainable management of water and sanitation for all.

Building on its collaboration with the Rural Drinking Water and Sanitation Department (RDWSD), Department of School Education and Literacy (DSEL), Department of Women and Child Development (DWCD), and the Department of Health and Family Welfare (DHFW), UN ORGANISATION continues to support the state in advancing both the expansion and sustainability of WASH outcomes at scale. The emphasis is not only on infrastructure coverage but also on system strengthening, capacity building, and addressing next-generation WASH and CCES challenges.

In this context, UN ORGANISATION will implement a three-year WASH in Schools (WinS) Programme (2025–2028) in Karnataka, with support from Unilever and the ELEVA Foundation. To ensure effective implementation, UN ORGANISATION will engage a State Consultant to provide dedicated support for the WinS programme. In addition, the consultant will extend technical assistance across related thematic areas—including water supply, sanitation, and WASH in Institutions (WII)—in alignment with UN ORGANISATION’s Rolling Work Plan.

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

The assignment aims to provide technical, programmatic, and coordination support to UN ORGANISATION’s engagement with the Government of Karnataka in strengthening systems, capacities, and institutional mechanisms for Water, Sanitation, and Hygiene (WASH) and Climate Change and Environmental Sustainability (CCES). The primary focus is on supporting safe, inclusive, and climate-resilient WASH in schools.

To complement the WASH Specialist’s upstream support, a State-level Consultant is required to assist with day-to-day engagement, follow-up on decisions, and coordination with government departments. The consultant will facilitate the effective implementation of the WASH in Schools (WinS) Programme. The consultant will also provide need-based support across other WASH thematic areas. Specifically, the consultant will:

- Strengthen enabling environments and systems to ensure safe, sustainable, and climate-resilient WASH services in schools.
- Facilitate the operationalization of WinS commitments through effective coordination, capacity building, and policy support.
- Support the design and implementation of training, advocacy, and monitoring mechanisms to institutionalize WASH standards in schools and other public facilities.
- Contribute to evidence of generation, documentation, and knowledge management to inform state and national policy dialogues on institutional WASH and CCES.
- Enhance convergence across government departments, partners, and communities, ensuring climate resilience, gender inclusion, and child safety within institutional WASH systems.
- Strengthen partnerships and collaborations for WinS sustainability and resource mobilization.
- Provide need-based technical support on other WASH thematic areas, including WASH in Health Care Facilities, Anganwadi Centres, Menstrual Hygiene Management (MHM), and emergency preparedness and response.

## **3. Programme area and Specific Project area:**

**Outcome 5:** By 2027, children and caregivers, especially the most vulnerable, have access to and use gender-sensitive, climate-resilient, safe, and affordable WASH services at home and in institutions, and adopt improved hygiene practices.

To contribute to this outcome, the consultant will provide support in Karnataka, primarily towards achieving Output 503, which is one of the four key outputs under UN ORGANISATION’s WASH programming for 2024–2025.

**Output 503:** By 2027 Government and partners have increased capacities in technical, social behaviour change and gender transformation to plan, implement and monitor equitable, climate resilient and sustainable WASH and menstrual hygiene services in schools, AWCs and health-care facilities.

#### 4. Major tasks to be accomplished:

##### **Strengthening Government Ownership and Systems for WASH-CCES**

- Train 15,000 state, district, and project-level officials over three years on WASH, CCES, and sustainable learning spaces, with progress verified through training reports and feedback.
- Conduct two annual advocacy and review meetings with nodal departments to strengthen partnerships on WASH, CCES, and Disaster Risk Reduction (DRR).
- Support at least five states to develop or update institutional guidelines on WASH compliance and climate resilience.
- Organize annual orientation and refresher trainings for government counterparts and implementation partners.

##### **Safe, Healthy, and Sustainable Institutional Environments**

- Coordinate state-level efforts to upgrade WASH facilities in 81,250 schools, ensuring adherence to climate-resilient, gender-sensitive, and inclusive design standards.
- Contribute to creating safe and healthy environments for 16.2 million children in line with reach targets.
- Train a minimum of two nodal resource teachers per school on WinS standards, hygiene practices, and maintenance.
- Facilitate the development and implementation of School WASH Action Plans in all identified schools.
- Conduct at least two district-level stakeholder consultations annually to promote technical convergence and resource mobilization.
- Convergence with relevant government departments, including the Department of Education, Panchayati Raj Institutions (PRIs), Urban Local Bodies (ULBs), Health, DWCD to support coordinated implementation and achievement of the above task.

##### **Advocacy and Public Awareness**

- Engage approximately 18.1 million children annually through school-based campaigns promoting climate-resilient and safe WASH environments.
- Reach 62.5 million community members through strategic outreach and campaign messages.
- Organize at least three major advocacy events each year with government collaboration for national and global WASH observances.
- Convene annual state and national knowledge-sharing forums to disseminate best practices.
- Prepare and disseminate 12 advocacy reports, IEC materials, and event documentation annually.

##### **Financial Resource Mobilization and Sustainability**

- Develop a minimum of three evidence briefs or case studies annually to advocate for enhanced financing of institutional WASH and sustainability measures.
- Lead the preparation of 10 costed WinS Action Plans by the end of Year 3.

- Facilitate at least two new partnerships per year for co-financing, CSR engagement, or technical collaboration in WASH-CCES.

#### Monitoring, Reporting, and Learning

- Submit quarterly progress and monitoring reports to UN ORGANISATION and the Government of Karnataka.
- Produce at least one quarterly learning note or documentation brief highlighting model school or pilot experiences.
- Conduct biannual review meetings with DWCD, DoE, and partner organizations to track progress and enable adaptive management.

#### Support to Other WASH Thematic Areas

- Provide technical support for WASH in Health Care Facilities, Anganwadi Centres, and Menstrual Hygiene Management (MHM) initiatives.
- Integrate Climate Change and Environmental Sustainability (CCES) into WASH programming through planning tools, capacity building, and district-level pilots.
- Strengthen WASH preparedness, response, and recovery mechanisms in emergencies, with special attention to flood- and drought-prone areas.

### 5. Deliverables and Deadlines:

Sl. No.	Major Task	Deliverable
1	<b>Strengthening Government Ownership and Systems for WASH – CCES</b>	<ul style="list-style-type: none"> <li>• 15,000 officials trained; reports and feedback compiled.</li> <li>• Two annual advocacy and review meetings held.</li> <li>• Five states supported with updated WASH-CCES guidelines.</li> <li>• Annual orientation and refresher trainings completed.</li> </ul>
2	<b>Safe, Healthy, and Sustainable Institutional Environments</b>	<ul style="list-style-type: none"> <li>• WASH facility upgrades in 81,250 schools coordinated.</li> <li>• Two nodal resource teachers per school trained.</li> <li>• School WASH Action Plans developed and implemented.</li> <li>• Two district-level consultations organized annually.</li> </ul>
3	<b>Advocacy and Public Awareness</b>	<ul style="list-style-type: none"> <li>• School- and community-based campaigns engaging 18.1 million children and 62.5 million community members annually.</li> <li>• Three major advocacy events conducted each year.</li> <li>• Annual state/national knowledge-sharing forum organized.</li> <li>• Twelve advocacy reports and IEC materials produced annually.</li> </ul>
4	<b>Financial Resource Mobilization and Sustainability</b>	<ul style="list-style-type: none"> <li>• Three evidence briefs or case studies developed annually.</li> <li>• Ten costed WinS Action Plans prepared by end of Year 3.</li> <li>• Two new partnerships facilitated each year for CSR/co-financing.</li> </ul>
5	<b>Monitoring, Reporting, and Learning</b>	<ul style="list-style-type: none"> <li>• Quarterly progress and monitoring reports submitted.</li> <li>• One learning/documentation note produced each quarter.</li> <li>• Biannual review meetings conducted with DWCD, DoE, and partners.</li> </ul>
6	<b>Support to Other WASH Thematic Areas</b>	<ul style="list-style-type: none"> <li>• Technical inputs to Water and Sanitation programs of the state</li> <li>• Technical inputs to WASH in HCFs, AWCS, and MHM initiatives.</li> <li>• CCES mainstreamed through planning tools and district pilots.</li> <li>• Emergency preparedness and response mechanisms strengthened.</li> </ul>

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

**Minimum Qualifications required:** Master's degree in *Public Health, Social Sciences, Environmental Studies, Management*, or a related field is desirable

**Years of Experience/Knowledge/Expertise/Skills required:**

- 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 experience in WASH programme /WASH in Institutions at state or district level.
- 3 years of experience working for Government/ Bilateral/Multilateral programs

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

**7. 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 23.02.2026 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).
2. Your latest Curriculum Vitae (CV) detailing all your qualification, experiences, personal details etc.
3. 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 23.02.2026. Any attempt to unduly influence the selection process will lead to automatic disqualification of the applicant.

**Enquiries:**

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