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**(pdf format only)**

**Position: State Consultant, Climate Resilient-WASH in Health Care Facilities (HCF)**

**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, 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 Position (One)

**Duty Station:** Ranchi, Jharkhand

**Reporting Line: 1. Administrative Supervision:** Inductus Limited

**2. UN Organisation: Technical supervision:** WASH Officer

**Last Date for Application:** 15<sup>th</sup> April 2026 (Mid-Night)

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

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

Quality healthcare depends on reliable water supply, safe sanitation, hand hygiene at points of care, and effective waste management systems that are resilient to climate shocks. Strong WASH infrastructure is critical for preventing Healthcare-Associated Infections (HAI), strengthening Infection Prevention and Control (IPC), and protecting patients and healthcare workers. Globally and in India, gaps in WASH services in health facilities continue to place pregnant women, newborns, and children at heightened risk, contributing to preventable maternal and neonatal morbidity and mortality. Evidence shows that strengthening WASH in health centres and Anganwadi Centres reduces infections and improves maternal and child health outcomes.

In India, the Ministry of Health and Family Welfare prioritizes WASH in Health Care Facilities (HCFs) through national quality assurance initiatives such as Kayakalp, the National Quality Assurance Standards (NQAS), and Swachh Swastha Sarvatra (SSS), alongside efforts to build the capacity of frontline health workers to promote essential hygiene practices. In Jharkhand, NFHS-5 findings indicating high anemia prevalence and persistent maternal and child health

challenges underscore the need for stronger WASH systems, as inadequate water, sanitation, and hygiene contribute to infections, malnutrition, low birth weight, and poor health outcomes.

Climate variability and environmental risks such as floods, droughts, extreme heat, and unsafe water quality further intensify vulnerabilities in health facilities, especially in climate-sensitive districts of Jharkhand. Risks related to water contamination, including heavy metals such as iron, fluoride, arsenic, lead and other industrial contaminant along with inadequate Biomedical Waste Management (BMWM), can directly affect patient safety, infection control, and continuity of care. Strengthening climate-resilient WASH systems, safe water quality monitoring, and environmentally sustainable waste management is therefore essential to ensure resilient and quality healthcare services.

The engagement of a State Consultant, climate resilient WASH in Health Care Facilities is proposed to support the State Health Society, Jharkhand (SHSJ) in advancing integrated WASH and climate-resilient interventions under the Kayakalp and NPCCHH frameworks. The consultant will provide technical assistance to strengthen climate-resilient WASH infrastructure, improve solid and Bio Medical Waste Management (BMWM), enhance IPC practices, and support climate-responsive facility planning in priority districts and at the state level. The role will also support institutional capacity building through training and coordination, and strengthen knowledge management by documenting, analyzing, and sharing best practices and learnings to inform program improvement and policy development. This technical assistance will contribute to safer, cleaner, greener, and more climate-resilient healthcare environments across Jharkhand.

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

The purpose of this assignment is to provide comprehensive technical support to the Health Department in planning, implementing, and scaling Climate-Resilient WASH and Infection Prevention and Control (IPC) services in HCFs. This support will involve evidence-based planning for quality assurance, setting benchmarks for HCFs, developing Standard Operating Procedures (SOPs) and guidelines, building the capacity of key functionaries and partners, and enhancing the monitoring systems for WASH in Health interventions. The consultant will strategically focus on priority districts, while also providing state-level support to enable an effective and high-quality rollout of the program at scale.

## **3. Major tasks to be accomplished:**

The consultant will provide technical assistance to NHM to strengthen implementation of WASH, Kayakalp, and NPCCHH programmes, promoting clean, green, climate-resilient, gender- and equity-sensitive healthcare facilities. The role will include developing and rolling out capacity-building plans and ToTs for health staff, strengthening water quality testing systems and integration of water safety measures, and supporting the planning and implementation of climate-resilient WASH infrastructure in selected HCFs. The consultant will also conduct comprehensive WASH-CCES assessments, support development and

implementation of Facility Improvement Plans and District Action Plans and undertake monitoring visits and facility audits to generate evidence for improved implementation and policy refinement.

#### 4. Deliverables and Deadlines:

Sl. No.	Major Task	Deliverable
1	State & District Benchmarking for Climate-Resilient WASH in HCFs	<ul style="list-style-type: none"> <li>- Benchmarking assessment completed in 4 focused districts; benchmarking reports submitted for advocacy at the state to scaleup</li> <li>- State-level benchmarking framework for clean, climate-resilient HCFs designed and shared for roll out</li> </ul>
2	Costed Facility and District Improvement Planning for Clean & Green and WASH complaint HCFs	<ul style="list-style-type: none"> <li>- Costed 200 facility improvement plans developed based on benchmarking findings</li> <li>- District Costed Action Plan for focused districts prepared and rolled out.</li> </ul>
3	Support to Capacity Building on WASH, IPC & CCES	<ul style="list-style-type: none"> <li>- State-level workshop on benchmarking, FIPs, BMW, and Environmental Sustainability (CCES) conducted with district nodal representatives; report submitted.</li> <li>- Support to selected district and block level trainings to improve WASH-CCES &amp; IPC in HCFs and report submitted</li> </ul>
4	Technical support for Climate-Resilient WASH	<ul style="list-style-type: none"> <li>- Support provided in the state and focused districts for strengthening of WASH, IPC, BMW, and CCES indicators priorities within existing programs (Kayakalp, NPCCHH etc.), report submitted</li> </ul>
5	Develop a system for Water Quality Testing, BMW, and Heavy Metal Risk Management Systems in coordination with PHED & industry dept	<ul style="list-style-type: none"> <li>- Technical note on BMW management, and heavy metal risk mitigation systems in HCFs submitted</li> <li>- Coordination to issue state directives for WQ testing across the HCFs</li> <li>- Analysis report on water quality testing in HCFs submitted, including gaps and recommendations.</li> </ul>
6	Awareness campaign environment protection at HCF in terms of Heavy metal risk mitigation and BMWM	<ul style="list-style-type: none"> <li>- Campaign plan designed and shared to implement</li> <li>- Campaign report documented and submitted.</li> <li>- (*Govt/department will fund the campaign; support will be provided for campaign designing and</li> </ul>

		coordinating)
7	Statewide scale-up of benchmarking and integration into annual planning cycles	- Support integration of WASH-CCES indicators into annual NPCCHH planning cycles and rolled out, report submitted
8	Support to Capacity Building on WASH, IPC & CCES	- Pool of trainers strengthened through SIHFW/QA platforms for WASH-CCES, BMW, and benchmarking systems - Support to state and selected district team in trainings to improve WASH-CCES & IPC in HCFs and report submitted
9	State roadmap and financial planning	- State-level roadmap for climate-resilient WASH, CCES, IPC, and BMW in HCFs developed, including phased implementation plan and financial analysis for resource requirements and convergence
10	Strengthening Monitoring and Review mechanism of CCES-WASH in health activities	- Expansion of FIPs to additional 50 HCFs; supportive supervision provided to the state team in implementation of FIP - Progress review report submitted.
11	Technical Assistance for developing state level SoP/ Guidelines directions on WASH-CCES, Heavy metals BMWM in HCFs	- Draft policy documents/ strategic frameworks/SOPs/ implementation guidance developed/adapted to strengthen on WASH-CCES, BMWM in HCFs
12	Technical support for Climate-Resilient WASH	- Support provided for strengthening of WASH, IPC, BMW, and CCES indicators priorities within existing programs (Kayakalp, NPCCHH etc.), report submitted - Support provided for institutionalization of WASH-CCES indicators and review mechanisms, report/MoM submitted.
13	Knowledge Management & Evidence Consolidation	- Consolidated compendium of best practices, case studies, and success stories developed and disseminated.

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

<p><b>Minimum Qualifications required** :</b></p> <p><b>Bachelors</b> <input type="checkbox"/></p> <p><b>Masters</b> <input checked="" type="checkbox"/></p> <p><b>PhD</b> <input type="checkbox"/></p> <p><b>Others?</b></p> <p><b>Enter Disciplines:</b>  Postgraduate degree/MBA/Social Sciences/Public Health degree /Home Sciences</p>	<p><b>Years of Experience/Knowledge/Expertise/Skills required*** :</b></p> <ul style="list-style-type: none"> <li>• Postgraduate degree in Public Health/Public or Business Administration/ Social Work/WASH with specialist knowledge and experience of at least seven years of health and sanitation programmes at managerial or senior implementation levels</li> <li>• At least five years of relevant WASH-CCES, including the ability to undertake capacity building for WASH-CCES in HCFs.</li> <li>• Familiarity with WHO guidelines related to environmental hygiene in public health including GoI flagship programs of Swachh Bharat Mission, Jal Jeevan Mission, Kayakalp, Swachh Swachh Sarvatra, NQAS, National Health Mission, etc.</li> <li>• Additional training/certification/demonstrated coursework in climate change/climate-resilient public health systems/environmental sustainability, or related areas will be considered an added advantage.</li> <li>• Previous experience working with reputed organizations (UN ORGANISATION/ other UN /international and national agencies will be an advantage</li> <li>• In-depth knowledge of sector policy and practice, in particular, relating to Water Sanitation and Hygiene in Health Centres</li> <li>• Proven ability to communicate and advocate effectively with state and district-level officers of counterpart and other departments.</li> <li>• Good verbal and written communication skills (English and Hindi), including presentational skills</li> <li>• Excellent analytical, report writing, and presentation skills, including basic skills in developing workable designs of WASH- CCES</li> <li>• Ability to use computer software i.e. Windows XP, MS Office, MS Excel, PowerPoint and Internet programs</li> </ul> <p><b>Required skills/competencies:</b></p>
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	<ul style="list-style-type: none"><li>• Communication skill: Excellent communication skills in Hindi and English; ability to speak read and write fluently in both languages is a must.</li><li>• Computer skills – well versed with excel and PowerPoint.</li><li>• Programme management skill: Ability to work in multi-cultural environment with proven track record advocacy &amp; management skill for implementing programmes</li><li>• Analytical and report writing skill: Proven analytical and report writing skills with ability to draw lessons learned and apply them to take corrective step</li></ul>
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**Enquiries:**

Inductus Limited

C-127, Sector-2

Noida, Delhi / NCR Area

UP, India – 201301

**Email:** [hr@inductusgroup.com](mailto:hr@inductusgroup.com)