
Applications to be submitted on: www.inductusjobs.com/un

(pdf format only)

Position: Regional WASH Consultant (Kokrajhar-BTC)

Employing Agency (Employer): Inductus Limited

Duration of the contract: The initial contract will be issued until 31st Dec 2026 and may be further extended, subject to project requirements and satisfactory performance.

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 Position (One)

Duty Station: Kokrajhar, Assam

Reporting Line: 1. Administrative Supervision: Inductus Limited

2. Technical supervision: *UN ORGANISATION:* WASH – CCES Specialist

Last Date for Application: 29TH April 2026 (Mid-Night)

CONTENT OF TERMS OF REFERENCE(TOR)

1. Background:

Water, Sanitation, and Hygiene (WASH) are fundamental to improving health and well-being in both urban and rural settings. The Department of Drinking Water and Sanitation (DDWS), under the Ministry of Jal Shakti, has led transformative initiatives such as the Swachh Bharat Mission (Grameen and Urban) to achieve universal sanitation and effective waste management. Ensuring WASH facilities in schools, pre-schools, and healthcare centers is critical for creating an enabling environment that benefits children, women, and marginalized communities. Since 2014, the government has advanced WASH through flagship programs like Swachh Bharat Mission, Jal Jeevan Mission, Swachh Vidyalaya, and Swachh Swasth Sarvatra, while integrating WASH indicators into the National Nutrition Mission (Poshan Abhiyan).

Despite notable progress, the WASH sector continues to grapple with gaps in scheme convergence, inadequate data use, limited implementation capacity at various administrative levels, and insufficient operation and maintenance financing, especially for facilities within education and health systems. UNICEF Assam collaborates closely with government departments to address these systemic challenges by integrating WASH into Early Childhood Development initiatives, strengthening WASH services in communities and Institutions (HCFs, AWCs, Schools), and supporting improvements in biomedical waste management. Partnerships with the Department of Women and Child Development and the Health Department emphasize capacity building, regular facility assessments, and

implementation of improvement plans aligned with national guidelines to promote sustainable and climate-resilient WASH services in the community.

Climate change compounds WASH challenges, increasing risks for vulnerable populations, particularly children and adolescents. Water scarcity, contamination, and extreme weather events underscore the need for resilient systems that can adapt to changing conditions. Despite notable progress, gaps persist in policy integration, scheme convergence, and the sustainability of facilities. Limited capacity and funding for maintenance, especially in schools and healthcare centers, often hinder long-term impact. Annual plans tend to prioritize new infrastructure over the upkeep of existing services, which is essential for continued access. The sector also faces challenges such as inadequate data utilization, the absence of climate-responsive policies, and insufficient administrative capacity at multiple levels.

UNICEF Assam collaborates with the state government to integrate WASH into Early Childhood Development initiatives, emphasizing safe drinking water, toilet use, and handwashing. It partners with the Education, DWCD, and Health Departments to strengthen WASH services through capacity building and improvement plans aligned with national guidelines. Despite these efforts, further action is needed in strategic planning and securing dedicated funds for WASH.

UNICEF Assam will continue upstream work on WASH and Climate Change and Environmental Sustainability (CCES) at the state level, focusing on integrated planning and convergence in high-priority districts, including aspirational, climate-risk, and high-priority districts. Priorities include technical assistance and area-specific interventions on WASH in schools, AWCs, and healthcare facilities, as well as strengthening SBM and JJM implementation in these districts. This approach aims to benefit marginalized and vulnerable communities, including those in hard-to-reach areas, tea gardens, tribal communities, and flood-prone regions, Bodoland Territory Region (Kokrajhar, Udalguri, Chirang, Baksa and Tamulpur districts).

UNICEF seeks to engage a Regional WASH Consultant to strengthen regional-level coordination and provide technical support to government counterparts, with a particular focus on Jal Jeevan Mission (JJM), Swachh Bharat Mission (SBM), and WASH in Institutions. The new Strategic Plan places increased emphasis on equity, climate action, and environmentally sustainable WASH services. This role will support high-level advocacy with government and partners to promote climate- and disaster-resilient WASH infrastructure, while fostering stronger convergence and collaboration with key nodal departments.

2. Purpose of Activity/Assignment:

The purpose of this assignment is to strengthen regional WASH coordination in the BTC region and provide specialized technical support to government counterparts for JJM, SBM, and WASH in Institutions. The consultant will lead the integration of climate resilience into WASH programming by assessing vulnerabilities, developing climate-resilient plans, and supporting capacity building across institutions. The role will promote sustainable and climate-resilient WASH infrastructure, facilitate convergence with key departments, and contribute to policy advocacy on climate-responsive approaches. In addition, the consultant will support monitoring systems, resource mobilization efforts, and community engagement initiatives to advance equitable, inclusive, and climate-resilient WASH services for all.

3. Objectives of the assignment:

- Enhance institutional capacities of PHED and allied departments to plan, deliver, and monitor climate-resilient and gender-responsive water and sanitation services under SBM-G and JJM, with a focus on sustainable water security and climate adaptation.
- Strengthen human resource competencies across sectors—including PHED, Health, Education, DWCD, Panchayati Raj Institutions, tea garden management, frontline workers, and youth—through structured capacity-building initiatives aimed at improving WASH governance and service delivery.
- Promote effective multisectoral convergence mechanisms to foster coordinated action among PHED, Education, Health, WCD, PRIs, and tea garden authorities, ensuring integrated and equitable WASH interventions at community and institutional levels.
- Advance inclusive sanitation and hygiene practices through evidence-based behavior change communication, community mobilization, menstrual hygiene management, waste management systems, and strengthened safeguards for sanitation workers' health, safety, and dignity.
- Deepen community engagement and social accountability by empowering tea garden communities, tribal groups, and local CSOs to lead and sustain positive WASH behaviors, ensuring long-term impact and ownership of interventions.

4. Major tasks and activities to be accomplished:

1. Provide high-level technical support for policy instruments, including notifications, MoUs, FSSM bylaws, and urban–rural WASH convergence frameworks.
2. Lead advocacy and technical facilitation for O&M policy implementation across urban and rural WASH programmes, ensuring sustainability of sanitation and water systems.
3. Support institutionalization of professionalized WASH services, including capacity development and the roll-out of WASH Service Level Benchmarking (SLB).
4. Guide the establishment of an institutionalized digital database of sanitation workers, enabling regular updates, monitoring, and accessible service delivery mechanisms.
5. Strengthen convergence planning between JJM and SBM-G, with a strong focus on O&M, retrofitting, equity, climate-resilient WASH services, and SBC/IEC integration.
6. Build capacities of key stakeholders across departments and institutions, including PRI members, district/block officials, healthcare workers, teachers, sanitation workers, tea garden managers, and municipal staff.
7. Deliver technical training on thematic WASH components, including MHM, FSSM/septage management, plastic waste management, greywater management, and WASH service-level standards.
8. Promote integration of climate-resilient WASH approaches in district plans, infrastructure development, sanitation practices, and community-led governance systems.
9. Facilitate strengthened convergence across departments, including P&RD–PHED for SBMG & JJM continuity; urban–rural institutions for FSSM & PWM systems; PHED with WCD & SmSA for O&M of AWC and school WASH systems.
10. Conduct joint field visits with government officials, offering technical guidance, supportive monitoring, and assessment of functional PWSS, sanitation infrastructures, and compliance with WASH service-level benchmarks.
11. Lead documentation and knowledge management, producing district WASH fact sheets, progress reports, case studies, human-interest stories, and other KM products for dissemination.

12. Coordinate emergency WASH preparedness and response planning, including resource mapping, communication packages, emergency SOPs, and capacity-building of frontline responders.

5. Deliverables and Deadlines:

Major Tasks	Deliverable
1. Provide high-level technical support for policy instruments, including notifications, MoUs, FSSM bylaws, and urban–rural WASH convergence frameworks.	Monthly Progress Report
2. Lead advocacy and technical facilitation for O&M policy implementation across urban and rural WASH programmes, ensuring sustainability of sanitation and water systems.	Monthly Progress Report
3. Support institutionalization of professionalized WASH services, including capacity development and the roll-out of WASH Service Level Benchmarking (SLB).	Monthly Progress Report
4. Guide the establishment of an institutionalized digital database of sanitation workers, enabling regular updates, monitoring, and accessible service delivery mechanisms.	Monthly Progress Report
5. Strengthen convergence planning between JJM and SBM-G, with a strong focus on O&M, retrofitting, equity, climate-resilient WASH services, and SBC/IEC integration.	Monthly Progress Report

<p>6. Build capacities of key stakeholders across departments and institutions, including PRI members, district/block officials, healthcare workers, teachers, sanitation workers, tea garden managers, and municipal staff.</p> <p>7. Deliver technical training on thematic WASH components, including MHM, FSSM/septage management, plastic waste management, greywater management, and WASH service-level standards.</p> <p>8. Promote integration of climate-resilient WASH approaches in district plans, infrastructure development, sanitation practices, and community-led governance systems.</p> <p>9. Facilitate strengthened convergence across departments, including P&RD–PHED for SBMG & JJM continuity; urban–rural institutions for FSSM & PWM systems; PHED with WCD & SmSA for O&M of AWC and school WASH systems.</p> <p>10. Conduct joint field visits with government officials, offering technical guidance, supportive monitoring, and assessment of functional PWSS, sanitation infrastructures, and compliance with WASH service-level benchmarks.</p> <p>11. Lead documentation and knowledge management, producing district WASH fact sheets, progress reports, case studies, human-interest stories, and other KM products for dissemination.</p> <p>12. Coordinate emergency WASH preparedness and response planning, including resource mapping, communication packages, emergency SOPs, and capacity-building of frontline responders.</p>	Monthly Progress Report
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<p>6. Qualifications/Specialized Experience/Competencies/Core/Technical/Functional)/Language Skills Required for the assignment:</p>	<p>Knowledge/</p>	<p>Years of Experience/Knowledge/Expertise/Skills required***</p>
<p>Minimum Qualifications required**</p>		<p>Essential:</p>
<p>Bachelors <input checked="" type="checkbox"/></p>		<p>Minimum 4 years of relevant experience in WASH, focusing on social mobilization, capacity building of key stakeholders (Government/CSOs), like PHED/Education/SmSA,/BTC regional/DWCD, Tea Garden management, Health, and P&RD.</p>
<p>Masters <input type="checkbox"/></p>		<p>Desirable:</p>
<p>PhD <input type="checkbox"/></p>		<p>1. Experience in working with NGOs/CBOs/development partners, and knowledge about the Northeast State.</p> <p>2. Experience in working with Bilateral/International/UN agencies is desirable.</p>
<p>Others?</p>		
<p>Enter Disciplines: Bachelor's degree from a recognized university, preferably with 4 years of specialized knowledge and experience in the Water, Sanitation, and Hygiene sector.</p>		

	<ol style="list-style-type: none">3. Good negotiation and influencing skills supported by excellent communication skills4. 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 asset5. Excellent communication skills in English and Hindi, and knowledge of the other local languages will be an added advantage.6. Ability to collaborate effectively with state and district-level government/offices of counterparts, and other departments/technical agencies
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Enquiries:

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