

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

(pdf format only)

Position: : Divisional Consultants, WASH for three intervention districts and divisions of UP

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 and experience. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 3 Position (Three)

Duty Station: Amroha, Bareilly and Barabanki districts of Uttar Pradesh respectively.

Reporting Line: (1) Administrative Supervision- Inductus Limited

(2) Technical Supervisor- *UN ORGANISATION*: WASH Specialist,

WASH Officer for UN ORGANISATION Lucknow will be the contract manager for this position.

Last Date for Application: 16th September 2026 (Mid-Night)

CONTENT OF TERMS OF REFERENCE (T O R)

1. Background:

UN ORGANISATION is seeking three Divisional Consultants to provide technical assistance to the district administration and district level officials of Nodal Departments implementing WASH programmes in three districts Amroha (Moradabad Division), Bareilly (Bareilly Division) and Barabanki (Ayodhya Division). Under the overall guidance of UN ORGANISATION WASH Specialist/WASH Officer, the Divisional Consultants will facilitate following key focus areas/priorities of the state and UN ORGANISATION in his/her respective district-

- Need-based technical assistance to the intervention district for implementing climate resilient water, sanitation and hygiene (WASH) interventions adopting district-wide approach and facilitate scale-up in the division.
- Support WASH related departments and NGO partners in development of annual implementation plan to address identified issues, gaps and bottlenecks through promoting good practices and innovations.
- Stalk taking and review of approved annual implementation plan of above-mentioned WASH related departments to facilitate collaborative actions in achieving the expected results.
- Identify capacity gaps through situation analysis and training need assessment, and facilitate development of training plan, prepare/fine-tune/contextualize training modules and materials, and ensure training of identified actors through respective departments.
- Strengthen systems of planning, training, implementation, monitoring/reviews, MIS and knowledge management through documentation, reward & recognition for results.
- Facilitate problem-seeking and solving at district, block and GP level to promote low-cost, localized solutions and innovations appropriate to agro-climatic and socio-economic conditions of the area.
- Generate-evidence and advocate with the district administration for system strengthening, promotion of good practices/innovations and informed decision making for corrective/remedial actions.

The Context

Swachh Bharat Mission (SBM):

As of the latest available data, Uttar Pradesh has made significant progress in the Swachh Bharat Mission 2.0, with a substantial number of villages and districts achieving Open Defecation Free (ODF) status.

There is an ongoing need to sustain and enhance these achievements by transitioning towards ODF sustainability and ODF Plus, emphasizing solid waste management, liquid waste management, plastic waste management, menstrual waste management and overall, safely managed sanitation through robust operation and maintenance systems.

Jal Jeevan Mission (JJM):

The state is actively working towards implementing the Jal Jeevan Mission to provide piped water supply to all households, ensuring access to safe and adequate drinking water. The programme is drifting towards saturation level. However, equitable access to adequate and safe water to the marginalised communities and in institutions in sustainable manner is still a challenge. This requires differential approach and robust O&M system backed by local capacity and ownership of the community and service providers including women entrepreneurs.

Operation Vidyalaya Kayakalp (OVK), Anganwadi Kayakalp (AK) and Kayakalp of Health Care Facilities (HCF):

The state is aspiring to achieve universal coverage of safely managed gender sensitive water, sanitation and hygiene (WASH) facilities in schools, Anganwadi Centres and health care facilities. All Kayakalp programs are scaled up across the state and remarkable progress has been achieved. However, sustainability of WASH services is the challenge and requires retrofitting and modelling of appropriate O&M system that can ensure funds, functions and functionaries needed to maintain the services. Statewide implementation AK are transitioning to advanced stage in alignment with the Saksham Anganwadi. In addition, WASH compliant child-friendly new and next generation AWCs are being constructed across the state that requires strong technical and operational handholding at the field to ensure WASH facilities created in AWCs are child (age appropriate) friendly and meet the requirement of interventions in a sustainable manner to contribute to delivery of ECCE services as expected. Kayakalp of HCFs requires re-prioritization at state and in focus districts towards structured implementation at scale with results and sustainability.

Menstrual Health and Hygiene (MHM):

Knowledge and freedom to choose appropriate and affordable products, practice adequate hygiene behaviours and breaking prevalent myths and misconceptions around MHM amongst the rural and urban communities (both educated and uneducated) are still a challenge. These are issues of each house but less spoken and adolescent and women of reproductive age follow the same traditional practices (which are not always hygienic) and put them at disadvantage in availing educational, economic and social opportunities. Therefore, it is important that adolescent girls, women and male members of the house/society gain access to right knowledge, explore local/traditional wisdom and practice appropriate hygiene practices as per their socio-economic condition. In UP, Samagra Shiksha is implementing Swachh Garima Vidyalaya (SGV) approach to make government schools MHM compliant on 11 essential components. Women self-help groups and their federations run by the State Rural Livelihood Mission (SRLM) across districts are also taking the agenda of menstrual health and hygiene forward, which require further strengthening through institutional support and convergence.

Gender Dynamics including gender-based violence and women empowerment:

Uttar Pradesh, with its diverse population, requires tailored communication strategies that address gender dynamics. This includes recognizing the specific roles and challenges faced by women and men in the context of sanitation and water supply. There is huge opportunity under JJM and SBM where women can be gainfully engaged after building their capacity. This will further improve WASH service as they are the primarily responsible for managing water and sanitation services at home and society.

Climate Change and Environmental Sustainability:

The state is experiencing the impact of climate change through changes in precipitation patterns, temperature extremes, and related environmental challenges. Integrating Climate Change Environment Sustainability (CCES) into communication plans is critical for building resilient infrastructure and fostering sustainable water and sanitation practices.

In Uttar Pradesh, within 2023-27 new CPD, the result has been set for Infants, young children and caregivers especially the most vulnerable have equitable access to and use sustainable, safe, and affordable WASH services (including in Institutions) across the lifecycle through capacity development of service providers and communities for service delivery and sustainable management, institutional development and system strengthening, policy and strategy development, Knowledge management through documentation and research, and evidence generation on risk-informed WASH-CCES programming and partnership with the private sector, institutions and civil society originations to trial and develop new technological solutions and document best practices.

2. Purpose of Assignment:

Provide technical support to WASH related departments and UN ORGANISATION partners on strengthening systems for sustainable WASH service delivery in three intervention districts/divisions namely, Amroha, Bareilly and Barabanki under Swachh Bharat Mission (Gramin), Jal Jeevan Mission, Operation Vidyalaya Kayakalp, Anganwadi Kayakalp/Saksham AWCs and Swachh Garima Vidyalaya.

3. Deliverables and Deadlines:

Major Tasks/Work Assignments	Deliverables/Outputs
1. Develop monthly WASH action plan of the district aligned with the annual implementation plan, multi-year plan, results matrix of partners, gaps identified and upcoming govt. priorities. 2. Facilitate and mobilize support of WASH related lead and line departments to conduct block/ district/divisional level training or capacity building sessions as per the plan/priorities aligned with results. 3. Provide technical handholding and operational support to NGO partners on implementation of the partnership results. Review their process, progress and results on monthly and quarterly	• Monthly WASH action plan of district and NGO partner submitted to UN ORGANISATION. • Training/CB report submitted to district officials and UN ORGANISATION. • Supportive supervision report of 15 days submitted to the district officials, partners and UN ORGANISATION. • Monthly program progress and fund utilization review meeting of the NGO partner facilitated and MOM submitted to UN ORGANISATION. • Report/MoM on monthly district level WASH forums (DSC, DWSC, DTF, DNC, DHS, etc.) shared with NGO partner and UN ORGANISATION. • Monthly progress report of WASH program against the plan submitted to UN ORGANISATION. • Monthly WASH results tracking report on 14 program indicators submitted to UN ORGANISATION.

basis and report to UN ORGANISATION and district administration. 4. Conduct capacity building sessions on WASH thematic of on-going training programs of the departments/partners as trainers. 5. Identify key technical/operational challenges related to safely managed and sustainable WASH facilities & services and facilitate problem-seeking and solving at divisional, district, block and GP level through government and NGO partners to promote low-cost, localized solutions and innovations appropriate to agroclimatic and socio-economic conditions of the area. 6. Support departments and NGO/ alliance partners in development of CR-WASH compliant villages and institutions as learning labs on key WASH outcomes for evidence-based advocacy and scale-up. 7. Participate in and contribute to district and divisional level WASH related program reviews/meetings, chaired by the respective DM/CDO and Divisional Commissioner for evidence-based advocacy and influencing decisions for strengthening implementation and scale-up. 8. Conduct supportive supervision visits to intervention/priority villages/ blocks and learning labs (at least 15 days per month) and present key findings to the respective DM/CDO and the concerned district level officers for informed decision making and remedial actions. 9. Identification, listing and documentation of good practices, human interest (champion/success) stories, failures and develop concept notes/advocacy briefs for reward/recognition and scaling-up. 10. Facilitate upscaling of good practices/models in the district and division in collaboration with divisional level officers of WASH related departments (Deputy Director-Panchayat, AD-Basics, DD-Madhyamik, etc.) and State Consultants.	• Training plan, modules and materials of NGO partner's induction submitted to UN ORGANISATION. • Report on program induction and field orientation of NGO partner submitted to UN ORGANISATION. • Report on Global Handwashing Day celebration submitted to UN ORGANISATION and Govt. • Community mobilization plan and materials shared with NGO partner and UN ORGANISATION. • Report on demonstration of community mobilization and use of materials shared with NGO partner and UN ORGANISATION. • Report on World Toilet Day celebration submitted to UN ORGANISATION and Govt. • Quarterly WASH program results and financial compliance report of NGO partner submitted to UN ORGANISATION. • Quarterly District WASH Factsheet submitted to the DM/CDO and the concerned DLO of lead/line departments. • Report on demonstration of WASH in Institution Learning Lab (12 institutions per district covering all focus blocks). • WASH program inputs for annual implementation plan (AIP) submitted to the concerned departments. • Localized O&M Plan of WASH facilities (PWSS, SLWM, WASH in Institutions) for demonstration submitted to UN ORGANISATION and Government. • Report on cross-learning visit of NGO partners submitted to UN ORGANISATION. • Quarterly WASH program results and financial compliance report of NGO partner submitted to UN ORGANISATION. • Quarterly District WASH Factsheet submitted to the DM/CDO and the concerned DLO of lead/line departments. • Report on World Water Day celebration submitted to UN ORGANISATION and Govt. • Inception report on demonstration of localized WASH O&M models • Report on MH Day celebration submitted to UN ORGANISATION and Govt. • Report on felicitation of WASH Leaders and human-interest stories. • Report on World Environment Day celebration submitted to UN ORGANISATION and Govt. • Quarterly WASH program results and financial compliance report of NGO partner submitted to UN ORGANISATION. • Quarterly District WASH Factsheet submitted to the DM/CDO and the concerned DLO of lead/line departments. • Report on program refresher training and WASH learning labs of NGO partner submitted to UN ORGANISATION.
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11. Facilitate external/internal visits and key meetings of departments, UN ORGANISATION and donors.	• Report on mid-year WASH program progress report with photo documents and MOVs
12. Support programmatic interventions and critical processes as per the emerging requirements/ priorities of the department, districts, NGO partners, UN ORGANISATION and donors, including celebration of national and international days.	• Report on training of newly elected Panchayati Raj members on WASH. • Report on formation and training of community level institutions (VWSC, SMC, AMC, W-SHG, etc.)
	• Quarterly WASH program results and financial compliance report of NGO partner submitted to UN ORGANISATION. • Quarterly District WASH Factsheet submitted to the DM/CDO and the concerned DLO of lead/line departments.
	• Report on Global Handwashing Day celebration and <i>Swachhata Pakhwara</i> submitted to UN ORGANISATION and Govt. • Report on World Toilet Day celebration submitted to UN ORGANISATION and Govt. • Report on Learning labs, localized WASH O&M models, cumulative progress against 14 program indicators (15 Nov.).
	• Annual WASH program results and financial compliance report of NGO partner submitted to UN ORGANISATION. • Annual District WASH Factsheet submitted to the DM/CDO and the concerned DLO of lead/line departments. • Annual report on WASH program partnership (15 Dec.).

4. Qualifications/Specialized

Knowledge/

Experience/Competencies/Core/Technical/Functional)/Language Skills Required for the assignment:

Minimum required**:	Qualifications	Years of Experience/Knowledge/Expertise/Skills required*** :
Bachelors ☐ Masters ☒ PhD ☐ Others? Enter Disciplines: Preferably master's in social work, Rural Management, Environment, Civil Engineering/Architecture, Climate Change, Disaster Management, WASH, Mass Communication or Sociology and relevant fields with components of rural and urban water supply, sanitation, climate change and environmental sustainability etc.		○ At least 5-8 years of professional experience at the state or divisional level in the field of WASH. ○ Minimum five-year working experience in WASH Flagship programme like Jal Jeevan Mission (JJM), Swachh Bharat Mission and WASH in Institutions, Menstrual Health and Hygiene is required ○ Proven ability to advocate effectively with state, district level officers (Secretary, Program Director, Divisional Commissioner, District Magistrate, Chief Development Officer, Programme Nodal Officers and District Level Officers) of lead and line departments. ○ In-depth knowledge of sector policy and practice, relating to WASH in communities and institutions, etc. ○ Proficient in using advanced features of data management tools, including MS Access and Excel. ○ Experience in producing high-quality automated monthly reports, factsheets, and summary reports using a large database.

	○ Experience in using tools for real-time information and writing analytical reports and success stories. Proficiency in both written and spoken English and Hindi. ○ Experience working with the Government, Community-Based Organizations (CBO), Non-Governmental Organizations (NGO), UN Organisations and Development partners for a minimum of 3-5 years. ○ Previous experience working on issues related to Climate Change Environment Sustainability (CCES), along with partner management, would be an added advantage. ○ Demonstrated ability to work in a multidisciplinary environment and establish harmonious and effective working relationships with government, non-government, and civil society organizations. ○ Knowledge and practices on developing communication materials on different SBC outputs.
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Enquiries:

Inductus Limited
C-127, Sector-2
Noida, Delhi / NCR Area
UP, India – 201301
Email: hr@inductusgroup.com