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

Position: State Consultant - WASH and CCES, Karnataka

Employing Agency (Employer): Inductus Limited.

Duration of the contract: Initial contract will be issued till 31-Dec-2027.

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: 1 Position (One)

Duty Station: Bengaluru

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: 30th November (Mid-Night)

CONTENT OF TERMS OF REFERENCE (T O R)

1. Background:

The Government of Karnataka (GoK), with support from UN ORGANISATION, is strengthening systems for equitable, sustainable, and climate-resilient Water, Sanitation and Hygiene (WASH) services across communities and institutions. These efforts are aligned with Sustainable Development Goal 6 (SDG 6), Sustainable Development Goal 13 (SDG 13), and national flagship programmes such as Jal Jeevan Mission (JJM), Swachh Bharat Mission-Grameen (SBM-G), National Education Policy (NEP), Mission LiFE, and Disaster Risk Reduction (DRR) frameworks.

Karnataka has made significant progress in improving access to drinking water, sanitation, and hygiene services by expanding household tap water coverage, strengthening Open Defecation Free (ODF) Plus initiatives, and improving WASH facilities in schools, Anganwadi Centres (AWCs), and healthcare facilities (HCFs). However, sustaining these gains requires robust institutional mechanisms, effective policy implementation, climate adaptation measures, and continuous capacity development across multiple sectors and administrative levels.

UN ORGANISATION supports the Government of Karnataka through technical assistance, policy guidance, systems strengthening, evidence generation, and strategic partnerships. These efforts are implemented in

close collaboration with the Rural Development and Panchayat Raj Department (RDPR), Rural Drinking Water and Sanitation Department (RDWSD), Department of School Education and Literacy (DSEL), Department of Women and Child Development (DWCD), Department of Health and Family Welfare (DHFW), Karnataka State Disaster Management Authority (KSDMA), State Institute for Rural Development and Panchayat Raj (SIRDPR), and other government departments and partners.

As part of its Rolling Work Plan (2025-2027), UN ORGANISATION supports several flagship initiatives in Karnataka, including strengthening JJM and SBM-G systems, WASH in Institutions (WII), WASH in Schools (WinS), Menstrual Health and Hygiene (MHH), Climate Change and Environmental Sustainability (CCES), and Youth Climate Action, Mission LiFE. These initiatives emphasize youth engagement, community participation, behaviour change, climate adaptation, and institutional sustainability.

To augment these efforts, UN ORGANISATION will engage a State Consultant - WASH, Climate Change, Environment and Youth Engagement (WASH-CCES), Karnataka. Under the supervision of the WASH Specialist (UN ORGANISATION Hyderabad Field Office) and in close coordination with relevant state departments and partners, the consultant will facilitate inter-departmental convergence, support policy-to-practice implementation, strengthen JJM and SBM-G systems, coordinate WASH in Institutions programmes, promote youth-led climate action, and strengthen state capacities for planning, monitoring, documentation, and knowledge management, contributing to sustainable, equitable, and climate-resilient WASH outcomes across Karnataka.

2. Purpose of Assignment:

Karnataka has made significant progress under Jal Jeevan Mission (JJM), Swachh Bharat Mission-Grameen (SBM-G), and institutional WASH programmes. However, sustaining equitable, gender-responsive, and climate-resilient WASH services requires addressing key gaps, including strengthening policy implementation, institutionalizing climate resilience and disaster risk reduction approaches, improving inter-departmental convergence, and enhancing capacities at state, district, and Gram Panchayat levels.

UN ORGANISATION's support in Karnataka contributes to 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.

The consultant will primarily contribute towards achieving the following Rolling Work Plan outputs:

Output 501: Strengthening state systems, governance mechanisms, and institutional capacities for equitable, climate-resilient, and sustainable WASH service delivery.

Output 502: Strengthening government and partner capacities for technical, social and behavior change, and gender-transformative approaches to plan, implement, and monitor equitable and sustainable WASH programmes.

Output 503: Strengthening capacities of government and partners to plan, implement, and monitor equitable, climate-resilient, and sustainable WASH and menstrual hygiene services in schools, Anganwadi Centres, and healthcare facilities.

Output 505: Strengthening Climate Change and Environmental Sustainability (CCES) systems by promoting climate resilience, environmental sustainability, youth engagement, and climate action approaches across WASH programmes and institutions.

To address these priorities, in addition to the WASH Specialist's upstream support, a dedicated State Consultant is required for sustained engagement with government departments and partners to strengthen policy-to-practice implementation, programme coordination, monitoring, reporting, and knowledge management systems.

Working closely with RDPR, RDWSD, DSEL, DWCD, DHFW, KSDMA, SIRDPR, SKDRDP, Bharat Scouts and Guides (BSG), Youth Red Cross (YRC), and other strategic partners, the consultant will support the integration of climate resilience, environmental sustainability, and disaster risk reduction across JJM, SBM-G, WASH in Institutions (WII), Save Water (Neeru Ulisi), Youth Climate Action, and Mission LiFE initiatives, contributing to sustainable, equitable, and climate-resilient WASH outcomes across Karnataka.

OBJECTIVES OF THE ASSIGNMENT

1. Identify and address WASH equity gaps. Assess disparities in service access, coverage and functionality among underserved communities and priority locations, including tribal/Scheduled Areas where relevant, and recommend targeted responses.

2. Strengthen JJM and SBM-G implementation. Analyse priority challenges relating to water security, source sustainability, sanitation services, solid and liquid waste management, sanitation workforce safety and operation and maintenance; recommend feasible institutional and technical improvements.

3. Improve WASH services in institutions. Identify gaps in WASH facilities, menstrual health and hygiene, accessibility, operation and maintenance, and climate resilience in schools, Anganwadi Centres and healthcare facilities, and recommend corrective actions.

4. Integrate climate resilience and youth engagement. Identify opportunities to incorporate climate risk reduction, environmental sustainability, Mission LiFE, water stewardship and youth-led action into agreed WASH programmes.

5. Strengthen institutional capacity and convergence. Identify capacity gaps and coordination constraints and develop targeted technical guidance, capacity-development outputs and recommendations for improved interdepartmental action.

6. Strengthen evidence use and sector learning. Analyse programme evidence, assess progress against agreed priorities, document effective practices and generate recommendations and knowledge products for programme improvement and scale-up.

3. Major tasks to be accomplished:

Area	**Major tasks**	**Expected contribution**
1. Equity assessment and programme analysis	Review available government data and previous assessments; identify priority service gaps and underserved groups; validate findings through agreed field assessments and stakeholder consultations; recommend targeted corrective measures.	Evidence identifies who is being left behind, the nature and causes of service gaps, and the actions required to improve equitable access.
2. JJM and SBM-G systems strengthening	Analyse agreed priorities relating to water security, source sustainability, service functionality, ODF Plus sustainability, solid and liquid waste management, faecal sludge management, workforce safety and operation and maintenance. Develop technical recommendations for identified constraints.	Priority implementation and sustainability gaps are documented, with feasible technical and institutional responses.
3. WASH in institutions	Assess selected school, Anganwadi and healthcare facility WASH priorities, including MHH, accessibility, climate resilience, operation and maintenance and relevant institutional standards. Recommend improvements and support agreed technical guidance.	Institutional WASH gaps and practical measures to improve safe, inclusive and sustainable services are documented.
4. Climate resilience, environmental sustainability and youth engagement	Identify opportunities to integrate CCES, disaster risk reduction, Mission LiFE, water conservation and youth-led climate action into agreed programmes. Support technical approaches and document selected practices.	Practical options for integrating climate resilience, environmental sustainability and youth participation are available for programme decisions and replication.
5. Institutional convergence and capacity development	Analyse coordination and capacity gaps; facilitate technical reviews with relevant departments and partners; develop or adapt guidance and capacity-development materials; support agreed learning and mentoring activities.	Priority institutional constraints are addressed through documented recommendations, agreed responsibilities and targeted technical outputs.
6. Evidence, social and behaviour change, and knowledge management	Analyse programme evidence and implementation progress; identify implications for gender equality, inclusion and behaviour change; prepare analytical briefs and document selected practices, lessons and recommendations.	Government and UN ORGANISATION programme decisions are informed by evidence, with practical lessons available for programme improvement and scale-up.
7. Partnerships and resource mobilisation	Identify opportunities for collaboration with government, academic institutions, civil society, youth platforms and CSR partners. Develop selected concept notes or partnership proposals linked to agreed programme priorities.	Potential partnerships and resource opportunities are documented against clearly identified programme needs.

4. Deliverables and Deadlines:

.

S. No.	Major task	Deliverables
1	Inception and policy coordination	Inception report and workplan; inputs to agreed policies, guidelines and action plans; coordination and follow-up records.
2	Equity and social inclusion	WASH equity-gap assessment and recommendations; integration of gender, MHM, accessibility and safety indicators.
3	JJM and SBM-G strengthening	Technical assessments and recommendations on water security, ODF Plus, SLWM, FSM, sanitation safety and O&M.
4	WASH in schools	Support for School WASH Action Plans, teacher training, climate resilience and monitoring.
5	WASH in AWCs and HCFs	Assessments and technical guidance on functionality, MHM, infection prevention, accessibility, climate resilience and O&M.
6	Climate resilience and disaster risk reduction	Technical note, planning tool or documented practice integrating CCES, Mission LiFE and DRR into WASH.
7	Youth climate action and SBCC	Support for Neeru Ulisi, youth engagement, SBCC plans, IEC materials and campaigns.
8	Capacity development	Capacity-development plan and delivery of agreed training, ToTs, orientations and exposure visits.
9	Monitoring and evidence generation	Quarterly analytical briefs, updated dashboards and analysis of programme progress, equity gaps and implementation constraints.
10	Partnerships and resource mobilisation	Prioritised partnership or resource-mobilisation concept note, where agreed; updated partnership records.
11	Knowledge management and reporting	Quarterly progress reports, at least one case study or learning note, and final results report.

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

Minimum Qualifications required :**

Bachelors ☐

Masters ☒

PhD ☐

Others?

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

- Master's degree in *Environmental Studies/Engineering/Technology, Public Health, Social Sciences,* or a related field is desirable.
- Specialized training in WASH, Climate Change, Disaster Risk Reduction (DRR), or Social and Behaviour Change Communication (SBCC) is an asset.
- Minimum 7 years of progressive experience in the development and/or humanitarian sector, with demonstrated results in program implementation or technical support.

Enter Disciplines:

- 3–5 years of hands-on experience in WASH programme management or support at the state or district level.
- 2–3 years of experience working with or supported by UN ORGANISATION, UN agencies, the World Bank, or other international development organizations is preferred.
- 2–3 years of experience working with government systems, preferably in WASH, Rural Development, or related sectors, with proven ability to support coordination, policy, and capacity development efforts. Familiarity with JJM & SBM is essential.
- Strong coordination, government liaison, and partnership-building skills, with the ability to work across departments and diverse stakeholders.
- Demonstrated experience in capacity building, documentation, monitoring, evaluation, and knowledge management in WASH and related development programs.
- Effective communicator with strong analytical, adaptive planning, and problem-solving abilities.
- Proficient in MS Office applications, with excellent command of English and Kannada (written and spoken).
- Results-oriented, ethical, and proactive team player, capable of working independently and collaboratively in multi-sectoral environments.

Enquiries:

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