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

Position: WASH and CCES Equity Consultant for Andhra Pradesh and Telangana

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: Hyderabad

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 2026 (Mid-Night)

CONTENT OF TERMS OF REFERENCE (T O R)

1. Background and Rationale

UN ORGANISATION supports government systems to ensure that children, caregivers and communities, particularly those facing the greatest barriers, have equitable access to safe, reliable, inclusive and sustainable Water, Sanitation and Hygiene (WASH) services. In Andhra Pradesh and Telangana, sustaining progress in rural WASH requires attention not only to programme coverage but also to disparities in service access, quality, functionality and sustainability.

These disparities may be more pronounced in remote habitations, tribal and Scheduled Areas, Aspirational Blocks, low-performing local bodies and settlements affected by water stress or weak operation and maintenance (O&M). Aggregate programme data may not adequately reveal which populations remain underserved, the nature and extent of service gaps, or the institutional, geographical and social factors that contribute to them. An explicit equity assessment is therefore needed to identify these disparities, understand their underlying determinants and inform targeted responses, with attention to tribal communities, women and girls, children, persons with disabilities and geographically isolated populations.

The consultancy will focus on evidence-based assessment and analysis of priority WASH service gaps, with particular attention to equity and the factors affecting service delivery and sustainability. Drawing on government data, programme monitoring systems and focused assessments, the consultant will

synthesise evidence, validate key findings with relevant stakeholders and develop prioritised, actionable recommendations for government consideration. The intended contribution is to strengthen the evidence base for planning, resource allocation and programme improvement, rather than duplicate routine implementation, monitoring or coordination functions.

In both states, the assignment will address rural drinking water and sanitation priorities under the Jal Jeevan Mission (JJM), Swachh Bharat Mission–Grameen (SBM-G), the SHRV programme as defined in approved programme documentation, and relevant state initiatives. In Andhra Pradesh, it will additionally cover WASH in Schools through the Swachh Evam Harit Vidyalaya (Clean and Green School) approach, examining equitable access to safe water, functional and inclusive sanitation, hygiene facilities and practices, school-level O&M and environmental sustainability.

Climate Change and Environmental Sustainability (CCES) will be integrated where climate and environmental risks have a material bearing on WASH access, service continuity or long-term sustainability. Relevant areas include water security, source sustainability, climate-resilient services, water conservation, sustainable sanitation and environmentally sound waste management.

The consultant will work through existing government and partner mechanisms, drawing on established data systems and institutional platforms. The consultancy's added value will be the production of defined analytical outputs, evidence-based recommendations and prioritised actions that can inform government decisions and programme improvements. These outputs will be specified through measurable deliverables, agreed timelines and verifiable evidence of completion and use.

2. Purpose of the Assignment

To generate and apply equity-focused evidence to identify service gaps, barriers and underserved populations in rural drinking-water and sanitation services in Andhra Pradesh and Telangana, and WASH in Schools in Andhra Pradesh. The assignment will support UN ORGANISATION and state and district administrations to translate these findings into prioritised, measurable and verifiable corrective actions, strengthen institutional capacity to address identified inequities, and document progress and results under JJM, SBM-G, SHRV and the Swachh Evam Harit Vidyalaya approach.

3. Objectives

1. Analyse inequities in access to and functionality of rural drinking-water and sanitation services, disaggregated by location and vulnerable population groups wherever data permit, and recommend corrective actions.
2. Assess rural drinking-water service gaps under JJM, focusing on functionality, regularity, adequacy, water quality, source sustainability and O&M, with attention to underserved communities.
3. Assess ODF Plus sustainability under SBM-G, identifying gaps in safe sanitation, solid and liquid waste management, greywater management and local service systems, particularly in underserved communities.
4. Review SHRV implementation against approved indicators, identify implementation gaps and recommend evidence-based corrective actions.

5. In Andhra Pradesh, assess school WASH and the Swachh Evam Harit Vidyalaya approach, identifying gaps in safe water, inclusive toilets, handwashing, hygiene, environmental sustainability and O&M, particularly those affecting vulnerable children.
6. Identify climate and environmental risks to WASH services and recommend practical measures for integrating CCES considerations into planning and service sustainability.
7. Identify institutional and capacity gaps affecting equitable WASH service delivery and recommend improvements in coordination, planning, data use and accountability.
8. Generate decision-oriented evidence and knowledge products that document service gaps, promising practices and actionable recommendations for government planning and programme improvement.

4. Geographic Coverage and Equity Priorities

4.1 Andhra Pradesh: Aspirational Blocks

The following is a working list of Aspirational Blocks for prioritization. The consultant and UN ORGANISATION supervisor should validate the names and current administrative boundaries against the latest official Government of India and state records before finalizing the field plan.

District	Priority block(s) listed for validation
Alluri Sitharama Raju	Gangavaram; Maredumilli; Y. Ramavaram
Annamayya	Kodur; Kurabalakota; Lakkireddipalle
Kurnool	Chippagiri; Holagunda; Maddikera (East)
NTR	Ibrahimpatnam; Penuganchiprolu
Parvathipuram Manyam	Bhamini
Prakasam	Yerragondapalem
Y.S.R. (YSR Kadapa)	Chintakomma Dinne; Jammalamadugu

Tribal and Scheduled Area focus in Andhra Pradesh: prioritise notified Scheduled Areas, ITDA/agency areas and tribal habitations, including relevant locations in Alluri Sitharama Raju and Parvathipuram Manyam and other notified/partly covered areas. Given district reorganisation, targeting must use current district, mandal and habitation boundaries and applicable Scheduled Area notifications. Coordinate with Tribal Welfare/ITDA and district administrations to validate priority locations.

4.2 Telangana: Aspirational Blocks

District	Priority block(s) listed for validation
Adilabad	Narnoor
Bhadradri Kothagudem	Gundala
Jayashankar Bhupalpally	Mutharam (Mahadevpur); Palimela
Jogulamba Gadwal	Ghattu
Kumuram Bheem Asifabad	Tiriyani
Mahabubabad	Gangaram
Mulugu	Kannaigudem
Narayanpet	Narva
Nirmal	Pembi

Tribal and Scheduled Area focus in Telangana: prioritize notified Scheduled Areas, ITDA/tribal habitations and remote settlements in applicable parts of Adilabad, Kumuram Bheem Asifabad, Mancherial, Jayashankar Bhupalpally, Mahabubabad, Bhadradri Kothagudem, Khammam, Nagarkurnool and other notified/partly covered areas as applicable. Confirm current boundaries and notifications with Tribal Welfare and district administrations.
These lists are planning priorities rather than an exclusive boundary of work. UN ORGANISATION may direct support to additional locations where verified data or field evidence demonstrates significant inequity or persistent WASH service gaps. Validate all lists and counts against current official records before approval or public circulation.

5. Scope of Work and Major Tasks to be Accomplished

Workstream	Key responsibilities	Expected outputs
A. Equity assessment and planning	Analyse JJM, SBM-G and SHRV data to identify WASH service disparities affecting tribal and remote habitations, women and girls, persons with disabilities and other underserved groups. Prioritise gaps and corrective actions.	Equity assessment report, prioritised gap matrix and time-bound action plan. Verification: disaggregated data, documented findings and proposed actions.
B. JJM and rural drinking water	Assess selected water supply systems for functionality, adequacy, regularity, water quality, source sustainability and O&M, focusing on underserved habitations.	Assessment of selected systems, identifying service gaps, equity implications and prioritised recommendations. Verification: field records and supporting departmental data.
C. SBM-G and sanitation	Assess ODF Plus sustainability, inclusive sanitation, solid and liquid waste management and O&M, identifying service gaps affecting underserved communities.	Sanitation sustainability and equity assessment with prioritised corrective actions. Verification: assessment report and supporting evidence.
D. SHRV programme	Analyse progress against approved SHRV indicators, identify implementation and equity gaps, and recommend corrective measures.	Indicator-based analytical review with recommendations. Verification: programme data, documented gaps and proposed actions.
E. WASH in Schools and Swachh Evam Harit Vidyalaya (Andhra Pradesh only)	Assess selected schools for safe water, functional and accessible toilets, handwashing, menstrual hygiene and environmental sanitation, focusing on barriers faced by vulnerable children.	School WASH and inclusion assessment with prioritised improvement measures. Verification: school assessment records and

		documented recommendations.
F. Tribal and remote habitations	Assess geographic, social, gender, disability and institutional barriers through field visits and community consultations.	Selected habitation-level assessments documenting barriers, community perspectives and feasible solutions. Verification: field records and consultation findings.
G. Climate and environmental sustainability within WASH (CCES)	Assess climate and environmental risks affecting selected WASH systems and identify measures to improve resilience and sustainability.	Climate-sensitive WASH assessment with prioritised resilience measures. Verification: documented risks and proposed measures.
H. Capacity development and convergence	Identify capacity gaps from assessment findings and facilitate targeted technical consultations with relevant departments and local institutions.	Targeted capacity-development plan and documented outcomes. Verification: materials, participation records and agreed action points.
I. Evidence and knowledge management	Validate and synthesise programme data and field findings to identify systemic constraints, promising practices and implications for equity.	Analytical briefs and selected case studies. Verification: completed knowledge products with referenced evidence and recommendations.

6. Swachh Evam Harit Vidyalaya: Specific AP Responsibilities

- Support assessment of drinking-water availability and safety, toilet functionality, handwashing, menstrual health and hygiene (MHH), accessibility and O&M in selected schools. Disaggregate findings, where data permit, to identify barriers affecting girls, children with disabilities and other underserved groups.
- Facilitate the preparation or revision of School WASH and Clean and Green School action plans in selected schools, specifying identified gaps, priority actions, responsible persons, timelines, resource requirements and measurable indicators.
- Identify feasible low-cost improvements and infrastructure or service gaps requiring departmental or local-body action, with particular attention to the needs of girls and children with disabilities. Document agreed corrective actions and follow-up responsibilities.
- Support targeted orientations and mentoring for teachers, head teachers and School Management Committees to implement priority actions, including hygiene practices, water conservation, waste segregation and responsible waste management, in line with approved state guidance.
- Develop or strengthen a simple monitoring framework to track progress against agreed school action plans. Verify reported improvements through available records, school observations and stakeholder consultations, distinguishing completed actions from pending gaps.

- Submit a concise assessment report documenting key WASH gaps, equity-related barriers, actions taken, verified results and outstanding priorities, with practical recommendations for improving implementation and sustaining school-level services.

7. Deliverables and Deadlines

Programme area / objective	Deliverable and expected output
1. Inception and review of previous work	**Inception report and results-based workplan reviewing previous outputs, identifying unresolved gaps and defining the additional contribution expected from the assignment. Specify priority locations, methodology, data sources, stakeholder engagement and delivery milestones.**
2. WASH equity assessment	**Equity-gap assessment of agreed priority locations and population groups, including tribal/Scheduled Areas and other underserved communities where relevant. Examine disparities in service access, coverage and functionality; identify their extent, causes and institutional barriers; and recommend targeted corrective actions.**
3. Jal Jeevan Mission (JJM) and rural drinking water	**Technical assessment of selected priority schemes and habitations, examining service access, functionality and disparities. Identify key implementation constraints and recommend measures to address gaps, particularly for underserved communities.**
4. SBM-G and rural sanitation	**Assessment of selected sanitation priorities, focusing on service functionality, sustainability and institutional arrangements. Identify gaps affecting underserved communities and recommend feasible corrective actions.**
5. SHRV programme	**Programme analysis and recommendations for agreed SHRV priorities, identifying implementation constraints, opportunities for convergence and measures to improve programme delivery.**
6. School WASH / Swachh Evam Harit Vidyalaya (Andhra Pradesh, where applicable)	**Assessment of selected school WASH priorities, identifying gaps in facilities, functionality, hygiene practices and institutional arrangements, with recommendations for improvement.**
7. Capacity development and institutional convergence	**Technical guidance, training or mentoring outputs addressing capacity gaps identified through the assessments. Support agreed interdepartmental actions needed to address priority service and equity gaps.**
8. Evidence synthesis, learning and final recommendations	**Quarterly analytical briefs and a final results report, synthesising progress against agreed priorities, persistent equity gaps, implementation constraints and corrective actions. Document at least one agreed evidence-based case study or technical note.**

9. Coordination and Working Arrangements

- Work under the technical guidance of the UN ORGANISATION WASH Specialist, Hyderabad Field Office, or another designated supervisor.
- Coordinate with state and district departments responsible for rural water supply, sanitation, rural development and panchayat raj, Tribal Welfare and local governance; coordinate with School Education in Andhra Pradesh for WASH in Schools and Swachh Evam Harit Vidyalaya.
- Use existing government systems, review platforms and data systems wherever feasible, avoiding parallel reporting structures.
- Prepare a monthly travel and fieldwork plan for supervisor approval, prioritising Aspirational Blocks, tribal/Scheduled Areas, remote habitations and locations with persistent service gaps.
- Ensure each review identifies the issue, evidence, responsible institution, deadline, follow-up mechanism and means of verification.
- Follow applicable UN ORGANISATION policies and procedures, including professional conduct, confidentiality, child safeguarding and prevention of sexual exploitation and abuse.

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

Minimum Qualifications required :** **Bachelors ☐** **Masters ☒** **PhD ☐** **Others?** **Enter Disciplines:**	**Years of Experience/Knowledge/Expertise/Skills required*** :** • Master's degree in Social Works/ *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 8-10 years of progressive experience in the development and/or humanitarian sector, with demonstrated results in program implementation or technical support. • 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. • 1–2 years of experience working with government systems, preferably in WASH, DRR, Rural Development, or related sectors, with proven ability to support coordination, policy, and capacity development efforts. Familiarity with JJM & SBM is essential. • At least 1-2 years of professional experience working in the Aspirational blocks of AP and Telangana is highly desirable. Candidates with demonstrated experience working in DRR, drought-prone, climate-vulnerable, Aspirational Districts, and equity-focused development programmes in Aspirational Block and Tribal areas will be preferred.

- 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 Telugu (written and spoken).
- Results-oriented, ethical, and proactive team player, capable of working independently and collaboratively in multi-sectoral environments.

Enquiries:

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