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**(pdf format only)**

**Position: STATE RURAL DRINKING WATER CONSULTANT**

**Employing Agency (Employer):** Inductus Limited

**Duration of the contract:** The initial contract will be issued until 31<sup>st</sup> 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, 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:** O/o EIC – RWS&S, Department of Panchayati Raj and Drinking Water, Government of Odisha

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

2. **UN Organisation: Technical supervision:** WASH & CCES Specialist, UN ORGANISATION Bhubaneswar Field Office

*Government: IAS; Director, DW&S; PR&DW Department*

**Last Date for Application:** 9<sup>th</sup> June 2026 (Mid-Night)

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

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

Odisha has made significant progress in expanding access to water, sanitation and hygiene services through the implementation of the national flagship programmes— Swachh Bharat Mission (Gramin) Phase II and Jal Jeevan Mission (JJM). With the achievement of Open Defecation Free (ODF) status across rural areas of Odisha, the WASH sector has entered a critical transition phase. The programmatic focus has shifted from infrastructure creation to ensuring sustainability, climate resilience, safely managed sanitation, solid and liquid waste management, operation and maintenance (O&M), and sustained behaviour change to protect public health and environmental outcomes.

The specialized tasks outlined in the TOR requires undivided focus, coordination with stakeholders, and intensive monitoring to achieve results. The assignment also involves providing technical support to a wide range of stakeholders, including government agencies and other relevant parties, from the state level down to districts and blocks.

Ensuring effective coordination and offering consistent guidance daily is essential, but it can be challenging for a single staff member to dedicate the necessary attention to these varied and time-sensitive needs. Additionally, the process demands continuous monitoring of progress and regular monthly reporting. To handle these responsibilities effectively, it is crucial to have a dedicated technical consultant who can manage both the day-to-day support and the monitoring requirements. This role is essential for ensuring

that interventions are executed smoothly, maintaining momentum, and meeting established objectives on time. Therefore, a specialized professional is needed to ensure success in these complex tasks.

Specialized support required for system strengthening at both the state and district levels. This support necessitates close collaboration and handholding with the Rural Water Supply and Sanitation (RWSS) department, which demands a high level of engagement, including extensive travel and field-based coordination. The scope of the work, coupled with the intensive requirements for on-the-ground presence and technical expertise, calls for dedicated full-time consultancy services.

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

*This section will help in relating the deliverables / contribution of the consultants to the Programme results. For the existing positions this will help to showcase the upstream trajectory over the years.*

Project: WASH-CCES Multi-year work plan 2025-2027

CP Output 502: By 2027, Government and partners have increased capacities in technical, social behavior change and gender transformation to plan, implement and monitor equitable and climate resilient safely managed water services.

Output 503: By 2027 Government and partners have increased capacities in technical, social behavior change and gender transformation to plan, implement and monitor equitable, climate resilient and sustainable WASH and menstrual hygiene services in schools, AWCs and health-care facilities.

### **Purpose of the Assignment:**

- To support the state in strategic planning and rolling of Jal Jeevan Mission;
- To support state in improving its capacity to scale up community management initiatives in piped water supply schemes under JJM
- Support districts for strengthening the monitoring mechanism of functional water quality monitoring and surveillance system
- Give hand holding support, oversee the capacity building of officials on water safety and security planning, supportive supervision of JJM implementation in UN ORGANISATION intervening districts
- Assist RWS&S on system strengthening of Water Safety Plan / Water Security Plan for scaling up Jal Jeevan Mission
- To support RWS&S in setting up program monitoring & evaluation of water safety & water security
- Develop knowledge products around JJM / Water Safety Plan / Water Security / O&M of JJM / successful community practices
- To support capacity building of the various stakeholders for scaling community management initiatives in piped water supply schemes under JJM
- Focused support on the planning, execution, monitoring, and evaluation of activities aligned with the goals of outputs 502 and 503 for water in the community and institutions, respectively.

- The consultant will provide professional technical support to planning, administration, monitoring, and evaluation of activities, data analysis, and progress reporting, in support of the achievement of the planned objectives of the agreed actions as part of the collaboration.
- Support is required to coordinate the administrative and programmatic requirements to achieve the agreed and mentioned year-end deliverables as per the approved annual work plan for WASH.

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

- Assist RWS&S and related departments (SIRD, SCSTRTI, ORMAS, etc. in planning and implementing sustainable water supply strategies at state level.
- Provide inputs on policy and programme design related to source sustainability, catchment protection, water quality, and long-term O&M of schemes.
- Facilitate convergence among the stakeholders at the state level.
- Support UN ORGANISATION's activities in alignment with implementation of Jal Jeevan Mission across the state.
- Develop thematic knowledge products as and when required.
- Support preparation of State Action Plan and UN ORGANISATION Annual Implementation Plan, support in review of District Action Plans for 2026-27 onwards.
- Ensure that these plans integrate key JJM goals – including Water Safety Plans (WSP), source rejuvenation, water conservation, grey water use, and climate resilient measures – into scheme design and budgeting.
- Conduct comprehensive Training and Capacity Need Assessment for state, district and local stakeholders (engineers, PRI members, VWSC members, community volunteers, etc.) to identify key gaps in areas such as water supply management, hygiene promotion, and SC/ST inclusion.
- Develop and deliver training modules, curricula and materials (in English and Odia) on topics including sustainable water supply operations, routine maintenance, source protection, water testing methods, social and behavioural change (SBC), gender/SC/ST inclusion, and climate resilient design.
- Facilitate workshops, seminars and on-the-job training for government staff and community resource persons, with special focus on aspirational and tribal areas.
- Facilitate community outreach activities from the state level, monitor and mentor community engagement and social mobilisation activities, attend Gram Sabhas, VWSC/ Pani Samiti meetings, SHGs, NGOs and volunteer networks (ORMAS) meetings as and when required.
- Support state in development of state level community engagement plan.
- Advocate with state on adoption of Water Safety Plan.
- Develop necessary resource materials and explore partnership opportunities with field level institutions to demonstrate Water Safety Plans.
- Facilitate capacity building of stakeholders on Water Safety Plan.
- Support state in preparation of state level guideline/ policy to integrate Grey Water Management into practice.
- Strengthen existing guidelines/ policies to promote GWM and reuse treated water.
- Help establish robust water quality testing and surveillance system in line with WQMS protocol under Jal Jeevan Mission and State established protocols.

- This may involve setting up or strengthening labs (or field-testing units) for chemical and microbial testing, supporting procurement of test kits, and training technicians in standard protocols.
- Strengthen microbial testing ecosystem across the WQMS domain and support labs towards NABL accreditation.
- Emphasize community-based surveillance through VWSC using field testing kits, in line with JJM's emphasis on water quality.
- Strengthen community reporting loop for water quality.
- Ensure regular reporting and data flow into the state as well as national MIS.
- Facilitate collection and analysis of service level benchmarking data (e.g. household level tap coverage, supply continuity, per capita supply), support to DSCs and other district level support.
- Coordinate with senior district level officials to conduct periodic SLB surveys and prepare analytical reports highlighting gaps in functional tap connection and service delivery.
- Recommend corrective actions to achieve state targets in alignment with Jal Jeevan Mission (JJM).
- Mainstream disaster risk reduction (DRR) and Climate Resilience into water supply programmes.
- Collaborate with OSDMA and other agencies to incorporate flood/ drought preparedness, rainwater harvesting, and watershed management into JJM planning.
- Train stakeholders on climate resilient technologies (solar pumps, water storage, distribution network resilience) and ensure early warning and contingency planning for water supply disruption.
- Collect data on various indicators related to climate-resilient water as per UN ORGANISATION's global framework.
- Work closely with SIRD & PR, SCSTRTI, ORMAS and other institutions to strengthen their roles as training and capacity building centres for WASH.
- Provide recommendations for institutional reforms, operational procedures, and networking with academic/ technical bodies.
- Perform any other tasks assigned from time to time.

#### 4. Deliverables and Deadlines:

S.No	Major Task	Deliverable	Specific delivery date/ deadline for completion
01	<b>Technical and Policy Support:</b> <ul style="list-style-type: none"> <li>• Assist RWS&amp;S and related departments (SIRD, SCSTRTI, ORMAS, etc. in planning and</li> </ul>	<b>Monthly Progress Reports</b> capturing: <ul style="list-style-type: none"> <li>• Technical assistance provided to state administration and line departments.</li> <li>• Status of JJM priority interventions.</li> </ul>	Monthly

	<p>implementing sustainable water supply strategies at state level.</p> <ul style="list-style-type: none"> <li>• Provide inputs on policy and programme design related to source sustainability, catchment protection, water quality, and long-term O&amp;M of schemes.</li> <li>• Facilitate convergence among the stakeholders at the state level.</li> <li>• Support UN ORGANISATION's activities in alignment with implementation of Jal Jeevan Mission across the state.</li> <li>• Develop thematic knowledge products as and when required.</li> </ul>	<ul style="list-style-type: none"> <li>• Convergence actions facilitated and outcomes achieved</li> <li>• Analytical briefs on performance trends, gaps and corrective actions.</li> </ul>	
02	<p><b>Planning and Implementation Assistance:</b></p> <ul style="list-style-type: none"> <li>• Support preparation of State Action Plan and UN ORGANISATION Annual Implementation Plan, support in review of District Action Plans for 2026-27 onwards.</li> <li>• Ensure that these plans integrate key JJM goals – including Water Safety Plans (WSP), source rejuvenation, water conservation, grey water use, and climate resilient measures – into scheme design and budgeting.</li> </ul>	<ul style="list-style-type: none"> <li>• Field visit reports documenting observations, issues and corrective measures.</li> <li>• Concept notes / implementation frameworks in priority areas.</li> </ul>	Monthly
03	<p><b>Training and Capacity Building:</b></p> <ul style="list-style-type: none"> <li>• Conduct comprehensive Training and Capacity Need Assessment for state, district and local stakeholders (engineers, PRI members, VWSC members, community volunteers, etc.) to identify key gaps in areas such as water supply management, hygiene promotion, and SC/ST inclusion.</li> </ul>	<ul style="list-style-type: none"> <li>• Training need assessment report.</li> <li>• Training/Workshop reports.</li> </ul>	As per approved training calendar/ Need of the department

	<ul style="list-style-type: none"> <li>• Develop and deliver training modules, curricula and materials (in English and Odia) on topics including sustainable water supply operations, routine maintenance, source protection, water testing methods, social and behavioural change (SBC), gender/SC/ST inclusion, and climate resilient design.</li> <li>• Facilitate workshops, seminars and on-the-job training for government staff and community resource persons, with special focus on aspirational and tribal areas.</li> </ul>		
04	<p><b>Community Engagement and Social Mobilization:</b></p> <ul style="list-style-type: none"> <li>• Facilitate community outreach activities from the state level, monitor and mentor community engagement and social mobilization activities, attend Gram Sabhas, VWSC/ Pani Samiti meetings, SHGs, NGOs and volunteer networks (ORMAS) meetings as and when required.</li> <li>• Support state in development of state level community engagement plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Report on engagements.</li> <li>• Reports documenting observations, issues and corrective measures.</li> </ul>	Monthly
05	<p><b>Water Safety Planning:</b></p> <ul style="list-style-type: none"> <li>• Advocate with state on adoption of Water Safety Plan.</li> <li>• Develop necessary resource materials and explore partnership opportunities with field level institutions to demonstrate Water Safety Plans.</li> <li>• Facilitate capacity building of stakeholders on Water Safety Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Case studies / process documentation reports.</li> <li>• Annual consolidated learning report highlighting innovations, challenges and policy-relevant lessons</li> </ul>	Quarterly and Annually
06	<p><b>Grey Water Management:</b></p> <ul style="list-style-type: none"> <li>• Support state in preparation of state level guideline/ policy to</li> </ul>	<ul style="list-style-type: none"> <li>• Annual consolidated learning report highlighting innovations, challenges and policy-relevant lessons</li> </ul>	Annually

	<p>integrate Grey Water Management into practice.</p> <ul style="list-style-type: none"> <li>Strengthen existing guidelines/ policies to promote GWM and reuse treated water</li> </ul>		
07	<p><b>Water Quality Monitoring:</b></p> <ul style="list-style-type: none"> <li>Help establish robust water quality testing and surveillance system in line with WQMS protocol under Jal Jeevan Mission and State established protocols.</li> <li>This may involve setting up or strengthening labs (or field-testing units) for chemical and microbial testing, supporting procurement of test kits, and training technicians in standard protocols.</li> <li>Strengthen microbial testing ecosystem across the WQMS domain and support labs towards NABL accreditation.</li> <li>Emphasize community-based surveillance through VWSC using field testing kits, in line with JJM's emphasis on water quality.</li> <li>Strengthen community reporting loop for water quality.</li> <li>Ensure regular reporting and data flow into the state as well as national MIS.</li> </ul>	<ul style="list-style-type: none"> <li>Report of support to the state.</li> <li>Case studies / process documentation reports.</li> <li>Field visit reports documenting observations, issues and corrective measures.</li> </ul>	Monthly
08	<p><b>Service Level Benchmarking:</b></p> <ul style="list-style-type: none"> <li>Facilitate collection and analysis of service level benchmarking data (e.g. household level tap coverage, supply continuity, per capita supply), support to DSCs and other district level support.</li> <li>Coordinate with senior district level officials to conduct periodic SLB surveys and prepare analytical reports</li> </ul>	<ul style="list-style-type: none"> <li>Data reporting</li> <li>Report on analysis</li> </ul>	Quarterly and Annually

	<p>highlighting gaps in functional tap connection and service delivery.</p> <ul style="list-style-type: none"> <li>• Recommend corrective actions to achieve state targets in alignment with Jal Jeevan Mission (JJM).</li> </ul>		
09	<p><b>Risk-Informed and Climate Resilient Planning:</b></p> <ul style="list-style-type: none"> <li>• Mainstream disaster risk reduction (DRR) and Climate Resilience into water supply programmes.</li> <li>• Collaborate with OSDMA and other agencies to incorporate flood/ drought preparedness, rainwater harvesting, and watershed management into JJM planning.</li> <li>• Train stakeholders on climate resilient technologies (solar pumps, water storage, distribution network resilience) and ensure early warning and contingency planning for water supply disruption.</li> <li>• Collect data on various indicators related to climate-resilient water as per UN ORGANISATION's global framework.</li> </ul>	<ul style="list-style-type: none"> <li>• Report of support to the state.</li> <li>• Case studies / process documentation reports.</li> <li>• Field visit reports documenting observations, issues and corrective measures.</li> </ul>	Monthly
10	<p><b>Institutional Strengthening:</b></p> <ul style="list-style-type: none"> <li>• Work closely with SIRD &amp; PR, SCSTRTI, ORMAS and other institutions to strengthen their roles as training and capacity building centres for WASH.</li> <li>• Provide recommendations for institutional reforms, operational procedures, and networking with academic/ technical bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Training plan and reports</li> <li>• Report on engagement</li> </ul>	Annually

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

<b>Minimum Qualifications required** :</b>	<b>Years of Experience/Knowledge/Expertise/Skills required*** :</b>
Bachelors <input type="checkbox"/>	<ul style="list-style-type: none"> <li>- A master's degree PG-Diploma or equivalent in social science, sociology, political sciences, management studies, rural development, local governance, or any other related field. Knowledge and experience of JJM/JJM-IMIS is an asset.</li> </ul>
Masters <input checked="" type="checkbox"/>	<ul style="list-style-type: none"> <li>- Minimum of <b>5 years</b> relevant work experience. Research work under MPhil, PhD, Post-Doctoral and research projects will be counted as work experience. Previous experience with the UN agencies, government, donor/multi-lateral development agency projects and institute of international repute will be an advantage.</li> </ul>
PhD <input type="checkbox"/>	<ul style="list-style-type: none"> <li>- Familiarity with development, political, social and cultural issues and work experience in Odisha will be an advantage.</li> </ul>
Others?	<ul style="list-style-type: none"> <li>- Excellent interpersonal skills and demonstrated ability in managing relationships with senior government officials, local organizations and donor agencies is highly desirable.</li> </ul>
<b>Enter Disciplines:</b>	<ul style="list-style-type: none"> <li>- Ability to work as a member of a multi-professional team.</li> </ul>
	<ul style="list-style-type: none"> <li>- Good written and verbal communication skills in English. Knowledge and understanding of Odia language will be an asset.</li> </ul>

**Enquiries:**

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