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TERMS OF REFERENCE

State WASH Consultant – Climate Resilient Sanitation

CONTRACT MODALITY	Individual Consultancy
DUTY STATION	Gandhinagar (Remote with travel)
DURATION OF CONTRACT	14.5 months

Purpose of Assignment

The purpose of this assignment is to engaged services of technical consultant to develop frameworks, action plans, manuals, SoPs, and capacity building plans on climate resilient & safely managed sanitation services. The consultant is expected to develop evidence-based framework and action plans to strengthen climate resilient WASH services with focus on sanitation value chain, functionality and O&M.

Scope of Work

Ministry of Jal Shakti, Government of India have launched Swachh Bharat Mission-Gramin (SBM-G) phase-II in April 2020 to sustain the gains of ODF movement. Further the Ministry of Jal Shakti, Government of India also developed national rural sanitation strategy (2019-2029) that emphasises achieving environmentally sustainable sanitation through Open Defection Free-Sustainability (ODF-S) and ODF Plus (+) activities implementation in all villages. In this context, Project Implementation Plans (2020-2025) for SBM-G Phase-II and annual implementation plans for each year have been developed for Gujarat.

UNICEF works with Government of Gujarat and supporting government and partners in planning and implementation on key flagship Swachh Bharat Mission-Gramin to sustain ODF status and expanding to ODF+. Under SBM-G Phase II, ODF Plus focuses on sustaining ODF outcomes while ensuring village-level solid and liquid waste management, including greywater management, faecal sludge and septage management, plastic waste management and overall cleanliness for environmentally sustainable sanitation.

During 2025-26, UNICEF extended technical support at state level towards building capacities of key stakeholders at each level, developing action plans on O&M, FSSM and greywater management and strengthening SLB framework and developing knowledge products for wider dissemination.
As per the WHO/UNICEF JMP sanitation service ladder, safely managed sanitation in the Indian context means that households use improved toilets that are not shared with other households, and that excreta and wastewater are safely managed across the sanitation chain—either safely contained and treated in situ through twin pits or septic systems, or emptied, transported and treated off-site through appropriate FSSM or sewerage systems before safe disposal or reuse. In the Gujarat context, making sanitation systems climate resilient is important, as the 2024 CEEW-UNICEF Climate WASH study highlights that several districts in Gujarat face high exposure and hazard risks to WASH services from extreme climate events, requiring risk-informed planning and climate-proofing of sanitation infrastructure and services.

The technical assistance is already agreed and planned under the Multi-Year WASH-CCES Workplan 2025–27 with the Government of Gujarat and will be as part of UNICEF's ongoing support to strengthen climate-resilient and safely managed sanitation services in the state.

The ToR has been developed to support the UNICEF WASH sector in engaging a technical expert consultant to develop frameworks, action plans, guidelines, SoPs, capacity-building packages and monitoring frameworks on

climate-resilient, safely managed sanitation, including solid and liquid waste management.
This support will contribute to achieving national sanitation benchmarks and advancing safely managed sanitation in line with Sustainable Development Goal 6.2. It is aligned with the CPD 2023–27 outcomes and the Multi-Year WASH-CCES Workplan 2025–27 agreed with the Government of Gujarat.

Objectives:

To support Rural Development Department and partners in achieving climate resilient and safely managed sanitation under national flagship programme SBM (G) through:
• Evidence based action plan development integrating climate resilience and environment sustainability for Safely Manage Sanitation
• Developing comprehensive capacity building plan and coordinate its implementation targeting all key stakeholders with focus on climate resilient and safely managed WASH value chain and sustained O&M systems
• Develop implementation framework for O&M of Sanitation value chain with enhanced community involvement to achieve sustainable ODF plus
• Support operationalization of GWM action plans and operationalizing SWM Rules 2026 in focus districts, documenting learnings for statewide scale-up

Work Assignments Overview	**Deliverables/Outputs**	**Delivery deadline to complete the deliverable**
Strengthening private sector participation and engagement in safely managed sanitation and waste management services in Gujarat	**Deliverable 1** – Report on learnings from private sector engagement in strengthening sanitation value chain	30.11.2026
Strengthening social and behaviour change for achieving climate resilient safely managed sanitation through capacity building of frontline workers	**Deliverable 2** – Progress report of SBC training & capacity building of sanitation workers and linkages with social protection schemes	31.12.2026
Annual plan focusing on integrating climate resilience in safely managed sanitation services	**Deliverable 3** – State Action Plan for Climate Resilient Safely Managed Sanitation Services for 2027-28	28.02.2027
Operationalizing safely managed sanitation and waste management through capacity building of government functionaries towards achieving SDG 6.2	**Deliverable 4** – Operation plan for scaling up Faecal Sludge and Septage Management Services in Gujarat	31.03.2027
	Deliverable 5 – State Capacity Building Plan based on rapid training needs assessment with	30.04.2027

	focus on CR Safely Managed Sanitation	
	Deliverable 6 – State Roadmap for Climate Resilient Greywater Management in Gujarat	31.05.2027
Strengthening monitoring, risk-informed planning and service level benchmarking system for safely managed sanitation	**Deliverable 7** – Assessment Report on Performance of Rural Sanitation Systems based on Service Level Benchmarks and Safely Managed Sanitation Indicators	30.06.2027
	Deliverable 8 – Climate Risk-Informed Sanitation Planning Framework for Gram Panchayat Development Plans (GPDP)	31.07.2027
Documenting learnings from urban climate-resilient WASH support to inform advocacy, cross-learning and rural-urban convergence models	**Deliverable 9** – Learning documents from urban climate-resilient WASH technical support in one Urban Local Body, capturing key approaches, implementation learnings and recommendations for rural-urban convergence.	31.08.2027
Enhancing capacities of frontline workers as well as O&M modalities as part of sanitation value chain to achieve safely managed sanitation (SDG6.2)	**Deliverable 10** – State specific SOP for Strengthening Safety, Dignity and Social Protection of Sanitation Workers in Gujarat	30.09.2027
	Deliverable 11 – Manual for Operation and Maintenance of Safely Managed Sanitation and Waste Management Services	31.10.2027
Operationalizing greywater management action plans and Solid Waste Management Rules, 2016	**Deliverable 12** – Learning document on strengthening the greywater management value chain in select districts, with recommendations for scale-up and a technical decision matrix for context-specific technology	30.11.2027

	selection	
	Deliverable 13 – SOP on implementation of Solid Waste Management Rules, with key recommendations for wider replication based on learning from selected districts.	31.12.2027

Payment Schedule:

Payment will be made on submission and acceptance of deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Important Notes

- Individuals engaged under a consultancy or individual contract will not be considered "staff members" under the Staff Regulations and Rules of the United Nations and UNICEF's policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.
- The selected candidate is solely responsible for ensuring that the health insurance (and visa if applicable) required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.
- UNICEF offers reasonable accommodation for consultants with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT

- **Education:** Masters' degree in Public health, civil engineering, environmental engineering, rural development, rural management, urban infrastructure and regional planning, environmental planning, business administration, development studies, climate change and environmental sustainability, water and sanitation policy, or any other relevant field.
- **Work Experience:**
  - Minimum five years of relevant experience in the development sector, preferably in rural and urban WASH, environmental planning and urban planning.
  - Demonstrated experience in contributing to the development of WASH policies and guidelines, capacity-building packages, monitoring systems and/or design recommendations at national, state and district levels.
  - Experience working with a range of partners, including government, civil society and academic institutions
- **Language Requirements:** Fluency in written and spoken English and Hindi is essential. The ability to speak and read Gujarati would be an asset.
- **Knowledge/Expertise/Skills:**
  - Understanding of rural and urban WASH programmes in India, community approaches to water and sanitation, environmental and urban planning, data analysis, water and sanitation technologies, climate-resilient WASH and participatory development approaches.
  - Additional certification or demonstrated experience in climate change, climate-resilient WASH or related areas will be an added advantage.
  - Good computer skills, including proficiency in MS Office applications such as Word, Excel and PowerPoint; knowledge of data analysis and visualisation tools will be an added advantage.
- **Desirables:** Strong liaison skills to engage effectively with government counterparts, along with the ability to analyse data, write documents, prepare monitoring frameworks and facilitate training at state and district levels, would be desirable.