

TERMS OF REFERENCE

Individual Consultant: Senior WASH Evaluation Consultant - (open to International Candidates only)

Duty Station: New Delhi

Contract Duration: 17 months.

Closing Date: 16 March 2026

1. BACKGROUND AND PURPOSE

The Government of India's flagship missions—Swachh Bharat Mission-Gramin (SBM-G) Phase II and Jal Jeevan Mission (JJM)—aim to ensure access to safely managed sanitation and reliable household tap water connections across rural India. Their joint implementation is expected to reduce waterborne diseases, improve hygiene and sanitation practices, enhance school attendance and ICDS enrolment, increase women's participation in economic activities, and strengthen community empowerment and wellbeing.

Given the achievements of both SBM-G and JJM so far (in their 11th and 6th year of implementation respectively), UNICEF and the Ministry of Jal Shakti intend to conduct a socio-economic impact assessment to examine the combined effects of SBM-G and JJM on households, especially women, children, and vulnerable groups. The objectives will be:

- To assess the management levels in villages which have been declared as “Swachh Sujal Gaon”, using the functionality assessment guidelines, and assess the community engagement/participation for operation and maintenance for in-village infrastructure
- To validate the achievements of SBM-G and JJM in terms of equitable access of rural households to safely managed sanitation services and availability of household tap water connections
- To evaluate the combined impact of SBM-G and JJM achievements on hygiene and sanitation practices, select health and education outcomes, economic activities, household income and empowerment
- To determine whether stronger management systems and community engagement/participation leads to better and more equitable outcomes, and identify any other factors at village level contributing to better outcomes
- To identify clear recommendations of how SBM-G and JJM in their design and implementation can be further strengthened to ensure more equitable access to WASH services and ultimately better outcomes for women and children

The consultant will provide high level technical and methodological guidance to UNICEF throughout the implementation of the socioeconomic impact assessment of SBMG and JJM — ensuring rigor, feasibility, ethical integrity, and high quality of all deliverables from the agency which will be contracted by UNICEF to implement the actual data collection and analysis.

2. OBJECTIVES

The assessment will aim to use a mixed-methods, quasi-experimental design comparing Swachh Sujal Gaon (villages with full sanitation & water achievements) to similar non-SSG villages, across ~15 states. The evaluation will likely include household surveys (~12,000 HH), community assessments with GIS mapping, water-quality verification, KIIs/FGDs across multiple stakeholder groups, and estimation techniques for longer-term outcomes (e.g., DALYs, economic impacts).

Given the political priority and the complex scope of this evaluation, which will require advanced expertise in WASH programming but also evaluation and econometric estimation techniques, UNICEF India seeks to contract a Senior

International Expert to provide methodological leadership, ensure evaluability, support design, guide and maintain quality standards across all phases of the evaluation.

3. MAJOR TASKS AND ACTIVITIES TO BE ACCOMPLISHED

The following will be the major tasks the consultant will be expected to undertake:

A. Evaluability Assessment

Review all available administrative, survey, MIS, health, education, water quality, and socioeconomic datasets to assess data sufficiency for the planned mixed methods impact assessment

Identify data gaps and feasibility constraints for measuring outcomes such as health impacts, disease prevalence, education outcomes, time use, income, employment, and empowerment.

Assess the feasibility of applying estimation techniques for higher order indicators (e.g., DALYs, economic benefits, labour participation)

Recommend methodological solutions, such as proxy indicators, adjustment of sampling frames, triangulation, or revised operational definitions.

Provide guidance on defining the Swachh Sujal Gaon indexing methodology.

Deliverables: Evaluability & Feasibility assessment report, methodological note and accompanying tools/templates to strengthen administrative data to be 'evaluation ready'

B. Study Design & Methodological Support

Support UNICEF to finalise the detailed evaluation design, based on the evaluability assessment, specifically advise on the possibility of a quasi-experimental design for comparing SSG and non SSG villages experimental design.

Provide guidance on methodological considerations such as: multi state sampling selection of treatment and comparison groups, household sample sizes (approx. 12,000 HH), confounder identification and analytic controls, appropriate indicators for health, nutrition, education, income, time use, empowerment, and dignity.

Review and advise on data collection methods, such as: GIS enabled community assessments, water quality sampling methods, qualitative components (KIIs/FGDs).

Review and strengthen the quality of UNICEF's ToR to contract the evaluation agency to implement the data collection and analysis, focusing on: methodology, sampling and indexing, tools and analytical approaches, ethics and IRB requirements, quality assurance protocols, risk mitigation strategies.

Deliverables: Technical design notes & Final evaluation ToR.

C. Monitoring & Quality Assurance of Evaluation Implementation

The consultant will support UNICEF to provide continuous independent technical and quality oversight across the phases of the evaluation. This will include reviewing the following tasks:

Inception report review, including validating the Theory of Change, sampling design (states, districts, villages, households), indexing and modelling methodologies, data quality and risk mitigation plans.

Review fieldwork plans and data collection tools, including enumerator training, household survey instruments (including time use and economic modules), community assessment and GIS mapping tools, water quality data collection plans, qualitative protocols (KIIs and FGDs), analysis plans (including estimation methods). use and economic modules) quality data collection plans.

Provide high-level quality assurance and problem-solving support during the data collection phase, reviewing the weekly progress reports from the field and attending weekly meetings.

Review the cleaned data sets, draft data analysis and estimations, including models for health impacts, time-use and economic impacts, education outcomes, gender and equity analysis. Where necessarily, conduct a validation of the analysis using the provided data sets.

Conduct a detailed technical review of the final evaluation outputs, including preliminary findings, draft and revised final reports, analytical annexes, policy briefs, fact sheets and communication products and final presentations to MoJS (and other stakeholders).

Across all stages and deliverables, attend Evaluation Reference Group (ERG) meetings and any other meetings that might be organized by MoJS to review and discuss technical elements of the evaluation.

Deliverables: Quality assurance notes/annotated deliverables, re-analysed data outputs (if required).

D. Co-author peer-reviewed journal publication

Support UNICEF in drafting a peer-reviewed journal article based on the evaluation findings. This will entail identifying appropriate journals to submit to, co-drafting the journal publication with UNICEF colleagues and government counterparts (where appropriate) and coordinating the submission.

Deliverables: Journal article submitted to one or more academic journals.

Work Assignments Overview (Include Major Tasks and Activities)	Deliverables / Outputs Upon submission and acceptance by UNICEF	Timeline / Date for submission of Deliverable
Evaluability Assessment	Evaluability & Feasibility assessment note	Week 4
	Methodological note + tools/templates to strengthen administrative data	Week 6
Study Design & Methodological Support	Technical design notes & Final evaluation ToR	Week 8
Monitoring & Quality Assurance of Evaluation Implementation	Inception report - Quality assurance notes / annotated documents	Week 22
	Fieldwork plan and data collection tools - Quality assurance notes/annotated documents	Week 24
	Written inputs, meeting attendance on weekly progress for data collection	Week 46
	Data sets, data analysis and estimations - Quality assurance notes/annotated documents	Week 50
	Re-analysed data outputs	Week 54
	Final report, policy brief and presentations - Quality assurance notes/annotated documents	Week 58
Co-author peer-reviewed journal publication	Journal article submitted to one or more academic journals	Week 70

4. DUTY STATION

New Delhi (Consultant is expected to work remotely)

5. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)

Three (03) air travel trips of 5 days each, total 15 days of travel.

6. ESTIMATED DURATION OF CONTRACT

17 months.

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

Qualification:

- Advanced degree (Master's) in Economics, Public health, WASH, public policy, international development, or related field. PhD is strongly preferred in the listed disciplines.

Years of Experience/Knowledge/Expertise/Skills required:

- 10–15 years' experience conducting research and evaluations, with significant experience in the WASH sector, using a range of different designs including quasi experimental or mixed methods designs.
- Experience with socioeconomic impact measurement, especially applied to the WASH sector, is highly desirable.
- Experience internationally with multistate field studies, large household surveys, and working in LMIC contexts.
- Expertise in health, economic, and social outcome estimation (e.g., DALYs, time use, labour participation, income modelling).
- Deep knowledge of evaluation processes, ethics, and research with vulnerable populations.
- Strong communication, facilitation, and analytical writing skills.
- Ability to work independently.
- Strong stakeholder engagement skills, especially working with government/policy makers.

8. TECHNICAL EVALUATION CRITERIA (WITH WEIGHTS FOR EACH CRITERIA)

Technical and Financial ratio is 75:25 (technical proposal-75 points and financial proposal-25 points)

S. No.	Evaluation Criteria	Max. Marks	Min. Marks
1.	Educational qualification: Advanced degree (Master's) in economics, public health, WASH, public policy, international development, or related field. PhD is strongly preferred in the listed disciplines. (Masters: 7 points; with PhD: 10 points)	10	--
2.	Relevant professional experience: 10–15 years' experience conducting research and evaluations, with significant experience in the WASH sector, using a range of different designs including quasi experimental or mixed methods designs.	25	--

3.	<p>Extensive technical expertise in monitoring and evaluation, particularly in the WASH sector:</p> <ul style="list-style-type: none"> • Experience with socioeconomic impact measurement, especially applied to the WASH sector, is highly desirable (10 points) • Experience internationally with multistate field studies, large household surveys, and working in LMIC contexts. (8 points) • Expertise in health, economic, and social outcome estimation (e.g., DALYs, time use, labour participation, income modelling). (8 points) • Deep knowledge of evaluation processes, ethics, and research with vulnerable populations. (8 points) • Strong stakeholder engagement skills, especially working with government/policy makers. (6 points) <p><i>This will be assessed based on the CV, motivation letter and a relevant writing sample.</i></p>	40	--
Total		75	56

Note: Qualifying score in technical evaluation is 56 out of 75 marks.

9. 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.

10. 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 to ensure 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.

HOW TO APPLY:

The application to be submitted through the online portal and must contain **four** separate attachments, as follows:

1. A cover letter (max 2 pages) outlining understanding of the scope and activities, motivation to undertake it and demonstrating fit for the assignment **(to be uploaded online under “Cover Letter” tab)**.
2. An updated CV demonstrating all requirements stated above **(to be uploaded online under “Resume” tab)**.
3. Please upload a relevant writing sample (may be based on previous similar work) - **(to be uploaded online against “Other – Applicant” tab)**.
4. A financial proposal indicating all-inclusive amount (professional fee + travel cost as applicable) against each of the deliverable, as per the template attached. Please do not forget to specify your name in the file while saving **(to be uploaded online under “Financial Proposal” tab)**.

Important Note: Please do not indicate financials anywhere else in the online application form, please mark "n/a or 00", under the fee related questions in the online application form.

Without all the above 04 documents, your application will be considered incomplete and invalid and will not be considered further.

- Any attempt to unduly influence UNICEF’s selection process will lead to automatic disqualification of the applicant.
- Joint applications of two or more individuals are not accepted.
- Please note, UNICEF does not charge any fee during any stage of the process.
- Women, trans, non-binary and gender diverse candidates meeting the requirements are strongly encouraged to apply.
- UNICEF is committed to diversity and inclusion and encourages qualified candidates from all backgrounds including persons living with disabilities to apply.
- General Terms and Conditions for the Consultancy Contract is attached, for your reference.

For any clarifications, please contact:

UNICEF, Supply & Procurement Section,
73, Lodi Estate, New Delhi 110003.

Email: indconsultants@unicef.org