

TERMS OF REFERENCE

EMPOWERHER: Enhancing Women and Girls' Sexual and Reproductive Health and Water, Sanitation, and Hygiene Project in Bauchi State,

Activity Title and Reference	WASH Infrastructure, Accessibility, Safety, and Environmental Assessment in Health Facilities, Schools & Community Public Spaces.
Background	WaterAid Nigeria, through the <i>EmpowerHer Project</i> in Bauchi State, is strengthening the integration of Water, Sanitation and Hygiene (WASH) with Sexual and Reproductive Health and Rights (SRHR) services to ensure that women and girls have sustainable access to safe, inclusive, and climate-resilient facilities in health care centres, schools, and public spaces. The assessment will be conducted in 30 pre-selected locations, including 14 Primary Health Care Centres (PHCs), 10 schools, and 6 community/public spaces across Misau, Katagum, and Tafawa Balewa Local Government Areas (LGAs). The assessment will be undertaken in alignment with relevant national policies and standards, including the National Guidelines for WASH in Healthcare Facilities in Nigeria (2022) and the Technical Guide for WASH in PHCs in Nigeria. This assignment contributes directly to the prioritization of gender-responsive and climate-resilient WASH infrastructure, including water supply systems, sanitation facilities, handwashing stations, waste management systems, and menstrual hygiene spaces, as well as essential WASH supplies required to enable effective hygiene and menstrual hygiene practices. The assessment will evaluate the condition and functionality of existing physical infrastructure, accessibility, safety, and inclusivity, while identifying barriers that affect equitable service delivery. It will also ensure that environmental risks and mitigation measures are systematically identified and integrated throughout the design and construction planning process. WaterAid Nigeria is seeking a qualified Technical Consultant with demonstrated expertise in construction design and management, as well as strong credentials in environmental assessment and mitigation, to lead this process. The consultant will apply WaterAid's standardized assessment tools, following a brief testing and

	familiarization period, and will work closely with relevant state ministries and agencies, including the Rural Water Supply and Sanitation Agency (RUWASSA), the State Primary Health Care Board (SPHCB), and the State Universal Basic Education Board (SUBEB). The consultant will be responsible for delivering comprehensive technical assessment reports, design recommendations, and fully costed rehabilitation or upgrade plans. All outputs must align with national and/or international standards, project objectives, and WaterAid's documentation requirements and templates, and be consistent with the requirements of Global Affairs Canada, the project donor and final approver of the proposed WASH infrastructure interventions.
Justification	Despite the Government of Nigeria's responsibility to ensure the provision of adequate Water, Sanitation and Hygiene (WASH) services in schools, health care facilities, and public spaces, many facilities within the project locations remain non-functional, inadequate, or entirely absent. These gaps significantly undermine access to safe, inclusive, and dignified WASH services and directly affect the sexual and reproductive health and rights (SRHR) of women and girls. WASH and SRHR are intrinsically linked. Adequate water supply, sanitation, and hygiene services are essential for infection prevention and control, menstrual hygiene, pregnancy and childbirth, and the safety and dignity of women and girls throughout the reproductive life cycle. Where WASH services are unreliable or inaccessible, these fundamental health and protection needs cannot be met. Strengthening the integration of WASH and SRHR is therefore critical to building resilient systems and ensuring equitable, high-quality service delivery. To address these challenges, WaterAid Nigeria will engage a Technical Consultant to conduct a comprehensive WASH infrastructure, environment, and service assessment and to lead the technical design process. The assessment will generate evidence to inform cost-effective, sustainable, and environmentally responsible WASH infrastructure interventions. Based on the findings, the consultant will propose the rehabilitation and/or construction of inclusive, climate-resilient, and gender-responsive WASH infrastructure/services that ensure privacy, support menstrual hygiene needs, are accessible to persons living with disabilities, or

	requiring supportive care, and minimize environmental risks and impacts. The consultant will also be responsible for preparing detailed engineering designs, drawings, bills of quantities (BoQs), and technical specifications. All designs will apply a user-centred approach to ensure functionality, long-term sustainability, environmental compliance, and equity for all users.
Objectives	The overall objective of this consultancy is to conduct a comprehensive technical assessment and develop design recommendations to inform the rehabilitation and/or construction of gender-responsive, inclusive, and climate-resilient WASH facilities in selected schools, health care facilities, and public spaces across Misau, Katagum, and Tafawa Balewa Local Government Areas (LGAs) in Bauchi State. The specific objectives of the consultancy are to: Assess WASH Infrastructure Conduct detailed technical assessments utilizing pre-developed assessment tool in mWater of existing water supply, sanitation, and hygiene facilities in targeted schools, health care facilities, and public spaces to determine functionality, adequacy, service levels, and infrastructure gaps. Evaluate WASH Management Systems Review existing operations, maintenance, utilization, and sustainability mechanisms for WASH services at each site to identify strengths, gaps, and opportunities for improvement. Examine Waste Management Systems Analyse current waste handling and disposal practices, with a particular focus on health care waste management systems, including incinerators, and assess readiness to achieve safely managed sanitation in line with national and/or international standards. Audit Accessibility, Safety, and Inclusion Conduct accessibility and safety audits of WASH facilities, incorporating user perspectives and gender and social inclusion considerations, to inform the design of facilities that are safe,

private, dignified, and user-friendly, including for persons living with disabilities or requiring additional care/support.

- **Review Compliance with Standards and Guidelines**

Assess the extent to which existing WASH infrastructure complies with applicable international, national, and state-level standards and guidelines for health care facilities, schools, and public spaces, and identify areas of non-compliance.

- **Develop A Construction Validation Plan (CVP) with Inclusive and Climate-Resilient Designs**

Prepare a CVP with site-specific detailed engineering designs, drawings, Bills of Quantities (BoQs), and technical specifications for WASH facilities that are gender-responsive, disability-inclusive, environmentally sustainable, and climate-resilient, using a user-centred design approach.

- **Develop an Environmental Action Plan (EAP)**

Develop a site-specific Environmental Action Plan (EAP) for all assessed project sites to manage environmental, health, safety, and social risks associated with the construction and rehabilitation of WASH infrastructure. The EAP will align with [Global Affairs Canada \(GAC\) requirements](#), [Nigeria's national environmental regulations](#), [WHO guidelines](#), and [WaterAid Quality Programme Standards](#) and [WaterAid's Technical guidance on healthcare waste management](#). It will define mitigation and monitoring measures to ensure that all proposed rehabilitation and/or construction activities are environmentally sound, safe, and sustainable.

Environmental and social risks to be addressed in the EAP will include but are not limited to soil erosion; dust and noise pollution; water contamination; solid and medical waste handling hazards; safeguarding risks (including sexual exploitation and abuse/sexual harassment and child protection); occupational health and safety risks; and air pollution. Incinerator-specific risks will include toxic emissions, operator burns, and improper ash handling and disposal.

Expected Outcomes

This consultancy will generate the technical evidence, designs, and safeguards required to enable the delivery of climate-resilient, inclusive, and gender-responsive WASH infrastructure in schools, health care facilities, and public spaces. The outcomes will directly support the project's objective of strengthening the integration of WASH and sexual and reproductive health (SRH) services, particularly for women and girls.

By the end of the assignment, the consultancy will have delivered the following outcomes:

- **Evidence-Based WASH Facility Profiles**

Comprehensive, site-specific WASH facility profiles for the 14 schools, 10 health care facilities, and 6 public spaces assessed under the project. These profiles will include structured datasets and analyses on infrastructure condition, functionality, accessibility, safety, and environmental and climate risks, generated using WaterAid's assessment tool, utilizing mWater.

- **Gap Analysis and Prioritization for Investment**

A consolidated technical assessment report identifying infrastructure deficits, safety and accessibility gaps, standards-compliance issues, and operational or management constraints. The report will include a clear prioritization framework and ranking matrix to guide rehabilitation or upgrade decisions, based on functionality, inclusivity, climate vulnerability, environmental risk, and overall service need.

- **Approved Designs for Climate-Resilient and Inclusive WASH Infrastructure to Support the Development of the Construction Validation Plan (CVP)**

Complete engineering design packages for all shortlisted facilities, including drawings, technical specifications, and Bills of Materials (BoMs). Designs will integrate gender-responsive, disability-inclusive, and environmentally sustainable features and will comply with national standards and relevant international best practices for climate-resilient WASH infrastructure. These elements will be used to develop the CVP.

- **Construction Validation Plan and Quality Assurance Framework**

A consolidated construction validation plan covering all proposed construction and rehabilitation components and phases. The plan will establish clear protocols to ensure infrastructure investments are compliant, safe, inclusive, and deliver value for money. It will link contractor payments to verified outputs; strengthen

technical, environmental, safeguarding, and gender-equality oversight; reduce implementation risks; support audit and donor assurance requirements; and ensure the delivery of sustainable, functional assets aligned with approved project results. The CVP also outlined a construction monitoring plan, roles and responsibilities, the defect liability period and handover plans.

- **Strengthened Integration of WASH and SRH Services**

Practical technical recommendations and design features that enhance the functional integration of WASH and SRH services, with particular attention to menstrual hygiene needs, infection prevention and control (IPC), and safe waste management in schools and healthcare facilities.

- **Environmental Action Plan (EAP) for Safe and Sustainable Implementation**

A site-specific Environmental Action Plan covering the shortlisted project locations following the assessment, providing a structured framework to manage environmental, health, safety, and social risks associated with the rehabilitation and construction of WASH infrastructure. The EAP will comply with GAC environmental regulations and Nigerian Laws and will:

- Protect public health, workers, and vulnerable groups.
- Prevent environmental degradation and pollution.
- Inform technical designs, contractor selection, construction methods, and site supervision.
- Define mitigation, monitoring, and reporting measures; and
- Support informed decision-making, adaptive management, and long-term sustainability of proposed WASH facilities.

- **Stakeholder Validation and Institutional Ownership**

Validation of assessment findings, investment priorities, and proposed designs through inclusive stakeholder workshops involving relevant government agencies, facility managers, community representatives, and user groups, including women, adolescent girls, and persons with disabilities. This process will strengthen institutional ownership, accountability, and readiness for implementation.

Deliverable/output

To support delivery of the assignment outputs, the Consultant will be responsible for producing the following **deliverables**.

1. Inception Report

A detailed inception report confirming the Consultant's understanding of the assignment and setting out the proposed methodology, workplan, assessment framework, and quality assurance approach. The report will clearly describe:

- How the pre-developed WaterAid assessment tool will be tested, refined, and applied prior to full deployment.
- The observational assessment methodology and targeted interview approach.
- The mWater data collection process and data quality controls.
- The analytical approach and criteria to support evidence-based shortlisting of facilities; and
- Alignment with WaterAid standards, Global Affairs Canada (GAC) requirements, and applicable national and international guidelines.

2. Tested Assessment Tools and mWater Deployment

A short technical deliverable confirming:

- Completion of the testing and contextual adaptation of WaterAid's assessment tool in mWater in collaboration with WaterAid Nigeria.
- Final configuration of mWater forms and workflows for data collection; and
- Readiness to implement assessments across all 30 facilities.

3. Site-Specific WASH Assessment Outputs (30 Sites)

Site-specific assessment reports for each of the 30 assessed locations (14 health care facilities, 10 schools, and 6 public/community spaces), generated using WaterAid's standardized tool and mWater. Each report will include:

- Baseline site information and structured observational findings on WASH infrastructure condition, functionality, accessibility, safety, and environmental and climate risks.
- Key insights from targeted discussions with relevant site personnel.
- Water quality observations and results, where applicable; and

- Preliminary technical recommendations for rehabilitation or construction options.

These assessment outputs will provide the technical evidence base for institutional shortlisting.

4. Shortlisting Analysis and Recommendations

A consolidated assessment analysis report synthesizing findings from all 30 sites and supporting the shortlisting of 15 priority institutions (health care facilities, schools, and/or public spaces). The report will:

- Apply transparent, needs- and risk-based criteria defined by the Consultant and validated with WaterAid Nigeria.
- Clearly document the rationale for inclusion or exclusion of each site; and
- Provide agreed recommendations to guide the selection of sites for design development.

Final shortlisting will be conducted by WaterAid Nigeria and key stakeholders, including government partners.

5. Construction Validation Plan (CVP) and Environmental Action Plan (EAP)

For each of the 15 shortlisted sites, once confirmed by WaterAid Nigeria, following consultations with key stakeholders, the Consultant will prepare:

- A CVP, using WaterAid provided template, adapted to the site context, detailing the proposed WASH intervention, scope, service levels, design rational, cost estimates, and implementation considerations.
- The CVP must also include preliminary drawings and layouts, technical specifications, BOQs; and integration of gender-responsible, disability-inclusive, climate-resilient, and environmentally sustainable design elements.
- An EAP, using the provided template, identifying site-specific environmental, health, safety, and social risks, and defining mitigation, monitoring and compliance measures.

Final outputs must comply with relevant Bauchi State and Federal standards and take into consideration the feedback,

	recommendations, and suggestions by WaterAid and their key stakeholders. 6. Presentation and Validation of Findings and Recommendations The consultant, with support from WaterAid Nigeria, will be tasked to: • Facilitate validation session to present the assessment findings, and recommended shortlisted sites with key stakeholders • Facilitate validation and review session of the CVP, EAP, and proposed designs to WaterAid Nigeria, relevant state agencies, and community representatives. Presentation of findings might require multiple sessions and should provide insights on the refinement and finalization of CVP and EAP. The session will support stakeholder ownership, validation of recommendations, and alignment with the broader EmpowerHer project objectives.
Scope of work/ Methodology	The consultancy will be implemented using a participatory, evidence-based, gender-responsive, and environmentally sustainable approach. All activities will align with WaterAid's technical standards, Global Affairs Canada (GAC) environmental and gender requirements, and relevant national and international WASH guidelines applicable to schools, health care facilities, and public spaces. The assignment will be completed over 76 working days, spread across a maximum of 90 calendar days from the date of contract signing. The methodology is structured around four interlinked phases covering inception, field assessment, analysis and design, and validation and finalization. These phases will culminate in the development of Construction Validation Plans (CVPs) and Environmental Action Plans (EAPs) to inform WASH infrastructure investment decisions. Phase 1: Inception (Days 1–7) The Consultant will: • Conduct a desk review of relevant documentation, including project reports, baseline studies, gender and social inclusion analyses, climate and environmental assessments, and

applicable national and international WASH standards for schools, health care facilities, and public spaces.

- Review, test, and contextualize WaterAid's technical assessment tool, including CVP and EAP templates, for application in Bauchi State.
- Develop an Inception Report outlining the proposed methodology, detailed workplan and timeline, assessment approach, and prioritization framework to support site shortlisting and selection of appropriate WASH interventions.
- Participate in an inception meeting with WaterAid Nigeria and relevant government stakeholders to validate the methodology, tools, and overall approach.

Shortlisted Facilities for Assessment

Based on pre-assessment screening, the following facilities have been selected for detailed WASH and environmental assessment. The Consultant will assess these sites to determine technical feasibility, environmental and social risks, and suitability for WASH construction or rehabilitation, which will inform final site selection and intervention design.

Misau LGA:

Healthcare Facilities

- Dunkwai Kasuwa PHC
- Beti PHC
- Isheni PHCC
- Rigar Ganji PHC
- Gainan Hausa PHC

Schools

- Government Day Secondary School, Hardawa
- Government Day Secondary School, Zadawa
- Government Day Secondary School, Akuyam North

Public Spaces

- Akuyam Motor Park
- Zardawa Main Market

Katagum LGA:

Healthcare Facilities

- Kofar Fada PHC
- Yayu PHCC

- Nasarawa A PHC

Schools

- Universal Basic Junior Secondary School Nasarawa
- Universal Basic Junior Secondary School Tsakuwa
- Universal Basic Junior Secondary School Matsango

Public Spaces

- Central Market Madara
- Central Motor Park Bulkachuwa

Tafawa Balewa LGA:

Healthcare Facilities

- Kundum Primary Health Clinic
- Daranji Primary Health Centre
- Yolanora Primary Health Clinic
- Sara Primary Health Centre
- Bar Primary Health Clinic

Schools

- Government Junior Secondary School, Grat
- Government Junior Secondary School, Gital
- Government Junior Secondary School, Dull
- Government Junior Secondary School, Duklin

Public Spaces

- Burga Market
- Kumdum Market

Phase 2: Field Assessment and Data Collection (Days 8–43)

The consultant will:

- Conduct site visits to all **30 targeted locations** (14 schools, 10 health care facilities, and 6 public spaces).
- Collect quantitative and qualitative data through:
 - Technical inspections of WASH infrastructure.
 - Detailed observational walk-throughs of facilities and public spaces; and
 - Short, targeted discussions with relevant personnel (e.g. officers-in-charge, health workers, school administrators or teachers, and market or motor park leaders) to validate observations and clarify operational and management practices.

- Assess, at a minimum, the following components at each site:
 - **Water Supply:** availability, functionality, reliability, safety, accessibility, infrastructure condition, construction or rehabilitation needs, and water quality.
 - **Sanitation:** availability, functionality, privacy, safety, gender segregation, and accessibility for persons with disabilities and older persons.
 - **Hygiene and Menstrual Hygiene:** adequacy, appropriateness, and inclusivity of handwashing and menstrual hygiene facilities.
 - **Health and Safety Systems:** Infection prevention and Control (IPC), environmental cleaning, drainage, and waste management.
 - **Environmental and Climate Risks:** flooding, erosion, contamination risks, environmental sensitivity, and climate resilience considerations.
- Document findings using photographs, engineering sketches, and geo-referenced digital data collection tools, specifically **mWater**.

Phase 3: Analysis, Design and Draft CVPs/EAPs (Days 44–65)

The consultant will:

- Analyze assessment data to identify infrastructure gaps, environmental and social risks, feasibility of interventions, and urgency of needs.
- Prioritize sites and intervention types based on technical feasibility, environmental risk, gender and inclusion considerations, and climate resilience criteria.
- Prepare site-specific assessment reports clearly justifying:
 - Sites recommended for WASH construction or rehabilitation; and
 - Sites to be deferred or excluded, with documented rationale.
- Submit draft assessment reports, CVPs, EAPs, and preliminary technical designs to WaterAid Nigeria for review.
- Participate with WaterAid Nigeria and relevant state and local government partners in the final selection of **15 sites** for project intervention.
- Develop **draft Construction Validation Plans (CVPs)** and **Environmental Action Plans (EAPs)** for recommended sites,

	outlining proposed works, technical options considered, and key risks and mitigation measures. Including. ○ Detailed engineering designs, Bills of Quantities (BoQs), and technical specifications for the final selected sites, ensuring compliance with national standards and WaterAid's climate-resilient, gender-responsive, and inclusive WASH principles. Phase 4: Validation and Finalization (Days 66– 76) The consultant will: • Present key findings, prioritization decisions, and recommendations at a validation workshop with WaterAid Nigeria, RUWASSA, PHCDA, SUBEB, and other relevant stakeholders. • Incorporate consolidated feedback from WaterAid, government partners, and community stakeholders, allowing a minimum of 10 working days for review and feedback. • Finalize all deliverables, including: ○ Site assessment reports. ○ CVP and EAP; and Engineering designs, drawings, BoQs, and technical specifications. • Ensure all construction-related documentation is tender-ready and fully compliant with GAC and WaterAid requirements.
Terms and conditions for qualification	The Consultant (or consulting firm, with a designated team lead) must meet the following minimum qualification requirements: Education and Professional Accreditation • An advanced university degree in Civil Engineering, Environmental Engineering, Water Resources Engineering, Construction Management, or a closely related discipline. • Current professional registration with the Council for the Regulation of Engineering in Nigeria (COREN) or another recognized Nigerian professional engineering body. Technical Experience • A minimum of 10 years of demonstrated experience in conducting WASH infrastructure assessments, feasibility studies, and engineering design for health care facilities, schools, and/or public or community spaces. • Proven experience designing or rehabilitating gender-responsive, disability-inclusive, and climate-resilient WASH infrastructure.

	• Demonstrated knowledge of the WHO WASH in Health Care Facilities guidelines and relevant Nigerian national standards, including Primary Health Care (PHC) guidelines. Environmental and Social Safeguards • Proven familiarity with environmental management, occupational health and safety, and social safeguards applicable to infrastructure and development projects. • Experience identifying and mitigating environmental and social risks, including those related to construction activities and waste management. Stakeholder Engagement and Donor Experience • Experience conducting participatory assessments and consultations with diverse stakeholders, including government authorities, facility managers, and community representatives. • Prior experience working on donor-funded projects, preferably with WaterAid, Global Affairs Canada (GAC), or comparable bilateral or multilateral development partners. • Knowledge of the Nigerian WASH sector, with preference given to consultants with demonstrated experience in Bauchi State or similar contexts.
Consultancy Management and Reporting Arrangements	Management and Oversight The Consultant will report directly to the State Programme Lead, WaterAid Nigeria, and will operate under the technical oversight of the Head of Programmes and the Water Supply Manager. Strategic and thematic guidance will be provided by the Project Manager, Gender Equality, Disability and Social Inclusion (GEDSI) Advisor, and the SPEL Team, to ensure that all outputs align with the EmpowerHer project objectives, WaterAid technical standards, and quality assurance requirements. WaterAid Nigeria will be responsible for overall contract management, coordination with donors, and final approval of deliverables. Coordination and Collaboration To ensure effective and timely delivery of the assignment, the Consultant will: • Maintain regular communication with WaterAid Nigeria's technical team and submit weekly written progress updates throughout the assessment, analysis, and design phases.

- Participate in weekly coordination meetings (virtual or in-person) with WaterAid Nigeria for technical guidance, progress review, and resolution of implementation issues.
- Work closely with key Bauchi State institutions, including:
 - Rural Water Supply and Sanitation Agency (RUWASSA),
 - State Primary Health Care Development Board (SPHCDB),
 - Bauchi State Environmental Protection Agency (BASEPA),
 - State Universal Basic Education Board (SUBEB), and
 - Relevant Local Government health and education authorities,
 to facilitate site access, data validation, joint supervision, and alignment with state standards and priorities.
- Conduct inclusive consultations with users of WASH facilities in schools, health care facilities, and public spaces, including women, adolescent girls, persons with disabilities, and other relevant user groups.

This coordinated approach is intended to strengthen institutional collaboration, promote local ownership, and enhance the sustainability of project outcomes.

Reporting Requirements

The Consultant will be responsible for submitting all required deliverables in accordance with the agreed workplan and timeline. Reporting requirements include:

- Submission of all deliverables, including the Inception Report, draft and final assessment reports, engineering designs and drawings, Bills of Quantities (BoQs), Construction Validation Plans (CVPs), and Environmental Action Plans (EAPs), in both editable electronic formats (e.g. Word, Excel, AutoCAD) and final PDF versions.
- Presentation of key findings, prioritization decisions, recommendations, and design options at a validation workshop involving WaterAid Nigeria, relevant government stakeholders, and representatives of schools, health care facilities, and communities, prior to final approval of deliverables.
- Ensuring that all reports and technical outputs are comprehensive, technically sound, and fully compliant with WaterAid requirements, Global Affairs Canada (GAC)

	standards, and applicable national and/or international guidelines.
Participants	Individuals/organizations who will be supporting the consultant with the assessment process include: • Research Assistant • RUWASSA • SPHCDB • SUBEB • WaterAid
GEDSI Consideration	The assignment will intentionally integrate Gender Equality, Disability, and Social Inclusion (GEDSI) principles throughout all phases from assessment design to data collection, analysis, and facility design ensuring that resulting WASH interventions are inclusive, equitable, and responsive to the diverse needs of users. Specifically, the Consultant will: • Apply a gender and social inclusion lens during accessibility and safety audits to ensure that assessments capture the perspectives and experiences of women, men, adolescent girls and boys, younger girls and boys, those who menstruate, persons living with disabilities, older persons, and other marginalized groups. Their inputs will inform inclusive and responsive design improvements. • Assess physical and social accessibility barriers within each facility, identifying design and operational solutions that promote inclusive use of water points, sanitation facilities, and handwashing stations. • Incorporate female-friendly and menstrual hygiene features into all sanitation and hygiene facility designs, ensuring adequate space, privacy, secure locks, proper lighting, waste disposal systems, and access to clean water and soap to support safe and dignified use by women and girls. • Integrate user feedback from women, girls, persons living with disabilities, and caregivers into final engineering designs and Bills of Quantities (BoQs) to ensure that the infrastructure meets the needs of all users. • Ensure that all designs and proposed interventions are aligned with WaterAid's GEDSI framework, the National Policy on WASH in Institutions, Minimum Standard for PHC in Nigeria and the UNICEF/WASH Disability-Inclusive Design Guidelines.

	This approach ensures that the assessment and design processes not only improve physical infrastructure but also strengthen equity, dignity, and agency for all community members, particularly women, adolescent girls, people who menstruate, and people living with disabilities.
Ethical Consideration and Safeguarding	The Consultant must adhere to WaterAid’s Safeguarding Policy, Code of Conduct, and all applicable ethical standards. All interactions with community members, especially women, adolescent girls, persons living with disabilities, and other marginalized groups, must be conducted with respect, sensitivity, confidentiality, and a strong commitment to “do no harm”. The Consultant is required to: • Ensure informed consent is obtained prior to any data collection or engagement activities. • Protect the privacy, dignity, and confidentiality of all participants throughout the assignment. • Uphold principles of non-discrimination, inclusivity, and child protection always. • Complete WaterAid’s mandatory safeguarding training or induction before commencing fieldwork. • Report any safeguarding concerns or incidents immediately, following WaterAid’s established reporting procedures. These measures are essential to safeguarding vulnerable populations and maintaining the highest standards of ethical practice during the consultancy.
Mode of Payment	▪ 40% of the total fee will be paid upon submission and approval of the inception report. ▪ 40% will be paid upon submission and acceptance of draft designs, drawings, BoQs, and site assessment reports. ▪ The remaining 20% will be paid after approval of final reports, namely CVP and EAP, and all other key deliverables.