

REQUEST FOR EXPRESSION OF INTEREST

Country: Pakistan
 Project: Water Sector Capacity Building and Advisory Services Project (WCAP)
 Agency: Project Management and Policy Implementation Unit (PMPIU)
 Title: Individual Consultants/Consultants' Technical Support Staff /Admin. Staff

The Government of Pakistan has received financing from the World Bank towards Water Sector Capacity Building and Advisory Services Project (WCAP). The PMPIU at the Ministry of Water Resources is the principal implementing agency of the WCAP.

PMPIU intends to apply part of the proceeds for following services for which the required qualification and experience is as under:

Individual Consultants			
S #	Position	Qualification	Experience
1	Team Leader (one year contract likely to continue for the project life)	Master in Civil/Water Resources/Hydropower Engineering OR Bachelor in Civil Engineering from HEC recognised university/institute	Minimum fifteen (15) years (for M.Sc.)/twenty (20) years (for B.Sc.) experience in the field of water resources planning, development, operation, maintenance and monitoring & evaluation. Experience on relevant water sector reform agenda will be accorded higher weightage. At least three (03) years experience of work in the above stated disciplines in the World Bank or other donor funded projects.
2	Director (Technical) (one year contract likely to continue for the project life)	Master in Civil Engineering/Water Resources Engineering/Hydropower Engineering OR Bachelor in Civil Engineering from HEC recognised university/institute	Minimum fifteen (15) years (for M.Sc.)/twenty (20) years (for B.Sc.) experience in the field of water resources planning, development and technical monitoring & evaluation. Experience on relevant water sector reform agenda will be accorded higher weightage. At least three (03) years experience of work in the above stated disciplines in the World Bank or other donor funded projects.
3	Principal River Engineer (one year contract likely to continue for the project life)	Master in Civil/Water Resources Engineering/River Hydraulics Engineering/Hydrology from HEC recognised university/institute	Minimum fifteen (15) years of experience in the planning, designing, construction and operation of structures like dams, river flood protection/training works, irrigation and hydraulic works, barrage design and construction in the World Bank or other donor funded projects.
4	Procurement Specialist (one year contract likely to continue for the project life)	Master in Economics /Statistics/CA/ACMA/ ACCA/Bachelor in Engineering or MBA from HEC recognised university/institute	Minimum fifteen (15) years experience of procurement of goods, works and services as per World Bank or other international donors, selecting, contracting and monitoring consultants for the projects financed by international donor agencies or having worked in the World Bank or other donor funded projects.
5	Communication Specialist (for 178 days likely to	Master in Media Studies/Mass Communications/ Journalism from HEC	Minimum ten (10) years of progressively responsible and relevant professional work experience in communication, print media, broadcast, as anchor person, interviewer,

	continue for the project life)	recognised university/institute	presenter debate, new media releases of multi-disciplinary projects at national and/or international levels and tweeting. Fluency in English and Urdu. Communication in vernacular languages is preferable.
6	Policy, Monitoring & Evaluation Specialist (for 178 days likely to continue for the project life)	Master in Business/ Management/Engineering/ Information Technology from HEC recognised university/institute	Minimum twelve (12) years experience in public/private sector with exposure to multi-stakeholder environment involving federal, provincial, donors and development partners. Out of which at least four (04) years in policy and / or monitoring and evaluation of water sector projects in Pakistan.
Consultants' Technical Support Staff			
7	Programme Officer (Water Resources Engineer) (one year contract likely to continue for the project life)	Bachelor in Civil Engineering with specialisation in Water Resources Engineering or equivalent qualification from HEC recognised university/institute	Minimum five (05) years experience in water resources planning, development & management of water sector projects.
8	Programme Officer (Procurement) (one year contract likely to continue for the project life)	Master in Business Administration/ Economics/Management/ Project Management/ Statistics/Bachelor in Engineering or equivalent qualification from HEC recognised university/institute	Minimum five (05) years experience in procurement of goods, works and services in World Bank funded projects.
9	Programme Officer (IT) (one year contract likely to continue for the project life)	Master in Computer Science/Information Technology or equivalent qualification from HEC recognised university/institute	Minimum five (05) years related experience in public sector department with exposure to multi-stakeholder environment involving federal, provincial, donors and development partners, website developments management will be additional advantage.
10	Programme Officer (Liaison/ Coordination) (one year contract likely to continue for the project life)	Master in Business Administration or equivalent qualification from HEC recognised university/institute	Minimum five (05) years experience in government and international organisations. Good written and spoken English language along with sound communication and management skills in order to network and deal with all levels of government and development partners. Past work on coordination with donors will be an additional advantage. Proficiency in MS Office.
11	Programme Officer Policy and Monitoring (Finance & Accounts) (one year contract likely to continue for the project life)	Master in Accounting/ Business/Finance/ Information Technology or equivalent qualification from HEC recognised university/ institute	Minimum five (05) years experience in public sector department with exposure to multi-stakeholder environment involving federal, provincial, donors and development partners. Excellent communication skills along with proficiency in MS Office.
12	Programme Officer (Finance and Business	Master in Business Administration or equivalent qualification	Minimum five (05) years experience in World Bank funded projects in federal government.

	Management) (one year contract likely to continue for the project life)	from HEC recognised university/institute/CA-Inter/ICMA-Inter along with Articles completed	
Admin Staff			
13	SAP/Analyst (one year contract likely to continue for the project life)	Master in Business Administration/ Commerce or equivalent qualification from HEC recognised university/institute	Minimum five (05) years experience in SAP including designing & producing financial reports on SAP. Capable of preparation of financial projections. Experience of working with donor funded projects will be an additional advantage. Good skills in MS office.
14	Accounts Officer (one year contract likely to continue for the project life)	CA (Inter)/ICMA (Inter) /Master in Business Administration (Accounting/Finance) /Master in Commerce or equivalent qualification from HEC recognised university/institute	Minimum five (05) years experience in public sector donor funded projects. Capable to ensure accuracy, compliance, evaluate/assess risk, control, identification and experience in record management and maintenance.

- The remuneration shall be fixed commensurate with qualifications and relevant experience.
- Procurement of Individual Consultants will be completed following the ‘Selection of Individuals’ method in accordance with Section V of World Bank’s Guidelines: Selection and Employment of Consultants by World Bank Borrowers dated January 2011 revised July 2014.
- Only eligible/shortlisted candidates will be called for Interview. No TA/DA will be allowed.
- The Project Management reserves the right to reject any or all the applications without assigning any reason.
- Detailed TORs of Individual Consultants (Srl. No. 1-6) may be downloaded from PMPIU website (www.wcap.gov.pk) or (www.ppra.org.pk) or can be obtained from PMPIU office.
- Interested candidates may submit their applications along with CVs to Project Director within Fifteen (15) days of the advertisement by post or by email to pdwcap@gmail.com

PROJECT DIRECTOR
Water Sector Capacity Building & Advisory Services Project (WCAP)
Project Management and Policy Implementation Unit (PMPIU)
2nd Floor, Federal Flood Commission Building
6-Ataturk Avenue, G-5/1, Islamabad
Ph. No.: 051-9244873

ISLAMIC REPUBLIC OF PAKISTAN

Ministry of Water Resources

Project Management and Policy Implementation Unit (PMPIU)

Water Sector Capacity Building and Advisory Services Project (WCAP)

TERMS OF REFERENCE

Post Title: Director (Technical)
Duration: One year contract (Renewable)
Level: Individual Consultant
Duty Station: Islamabad
Duty Timing: 9:00am – 5:00pm from Monday to Friday

BACKGROUND

The Government of Pakistan (GoP) has secured additional credit (IDA Credit) equivalent to USD 34.95 Million from the World Bank for “Water Sector Capacity Building and Advisory Services Project” (WCAP). The project is scheduled to be implemented up till June 30, 2021.

The major focus of the WCAP is to support institutional development and capacity building, analytical work, and conduct studies to improve the management and investment planning of water resources in the Indus River System.

The project’s features include: (i) capacity building and support to Project Management and Policy Implementation Unit (PMPIU)/Ministry of Water Resources, Indus River System Authority (IRSA), Water and Power Development Authority (WAPDA), Water Section of Planning Commission, and Irrigation Departments of the Provinces & Gilgit-Baltistan; (ii) water sector related research and planning studies; and (iii) imparting training; conducting seminars, study tours etc.

DUTIES AND RESPONSIBILITY

Project Management and Policy Implementation Unit (PMPIU) in consultation with the World Bank intend to engage a qualified and well experienced Director Technical (DT) for Water Sector Capacity Building and Advisory Services Project (WCAP). The DT should be a self-

motivating individual with strong analytical, computational, problem solving and inter-personal communication skills. The Director (Technical), PMPIU, who shall essentially be assisting Team Leader, shall have, the following duties/responsibilities:

1. Preparing a plan/road map, with well-defined milestones, for implementation of WCAP, on most efficient lines under the guidelines of Team Leader.
2. Close liaison/coordination with the implementing agencies to facilitate them in their day to day working on the activities of WCAP under the guidance of Team Leader.
3. Providing necessary assistance to Team Leader on all matters relating to activities/subprojects envisaged in the approved PC-II for WCAP.
4. Develop state-of-the-art mechanism for monitoring and post project evaluation. The expert will regularly review/monitor the ongoing activities of the WCAP and furnish monitoring reports to Team Leader.
5. Establish and maintain a full record of decisions pertaining to WCAP in a manner that supports periodic (annual, quarterly and monthly) work plans and reporting.
6. Organise regular meetings with all the implementing agencies to assess the pace of implementation, prepare minutes with suggested remedial measures and put up to Team Leader for approval of Project Director/Project Steering Committee.
7. Prepare agenda for the Project Steering Committee (PSC) in consultation with Team Leader and arrange the meetings, prepare minutes and monitor the follow up actions and put up progress for information of Team Leader and Project Director.
8. Prepare and consolidate the progress on accomplishing the goals and targets/objectives of the project described in the approved PC-II within given period of time.
9. Prepare timely all relevant monthly, quarterly, midterm and annual reports on the project implementation with the support of the project experts and in close coordination with implementing agencies in an appropriate format. The quarterly/annual reports shall include the inputs of all the implementing agencies, as under:
 - Progress of each component.
 - Key performance indicators.
 - The annual work program for the fiscal year.
 - Preparation of annual work plan for the next year.
 - Target indicators for the coming years.
10. Monitor and follow up progress on aide memoirs, proposals, working papers, summaries in consultation with Team Leader.

11. Interaction /coordination with other government departments on matters of procedural compliance related to WCAP under guidance of Team Leader.
12. Any other duties assigned to him by Team Leader/Project Director.

QUALIFICATION & EXPERIENCE

M.Sc. in Civil/Water Resource Engineering or BS in Civil Engineering and MBA/EMBA, from HEC recognised university/institute in Project Management. 15-20 years experience of project monitoring, coordination and administration, with experience of project management & evaluation preferably on the World Bank or foreign funded projects. Knowledge of Pakistan water institutions or similar experience would be an advantage.

SELECTION PROCEDURE

The Director (Technical) will be selected from a short list of candidates who apply for this position. A probation period of three months will apply upon signature of the contract.

REPORTING AND ADMINISTRATIVE ARRANGEMENT

The Director (Technical) will be working under and will report to Team Leader, PMPIU/WCAP. He will consult the Team Leader in all official matters while finalising any report etc. He will hold discussion and meetings with all the concerned officers of PMPIU, as and when required, in order to establish a friendly environment, to promote the process of consultation and to accrue benefits from each other's experience.

The Director will be provided with a reasonable office accommodation in the office of PMPIU. The Director should be well versed with all computer techniques and IT management and will be required to work independently on computer to discharge official, day to day assignments and produce reports.

ISLAMIC REPUBLIC OF PAKISTAN

Ministry of Water Resources

Project Management and Policy Implementation Unit (PMPIU)

Water Sector Capacity Building and Advisory Services Project (WCAP)

TERMS OF REFERENCE

Post Title: Principal River Engineer (PRE)

Duration: One year contract (Renewable)

Level: Individual Consultant

Duty Station: Islamabad

Duty Timing: 9:00am – 5:00pm from Monday to Friday

BACKGROUND

The Government of Pakistan (GoP) has secured additional credit (IDA Credit) equivalent to USD 34.95 Million from the World Bank for “Water Sector Capacity Building and Advisory Services Project” (WCAP). The project is scheduled to be implemented up till June 30, 2021.

The major focus of the WCAP is to support institutional development and capacity building, analytical work, and conduct studies to improve the management and investment planning of water resources in the Indus River System.

The project’s features include: (i) capacity building and support to Project Management and Policy Implementation Unit (PMPIU)/Ministry of Water Resources, Indus River System Authority (IRSA), Water and Power Development Authority (WAPDA), Water Section of Planning Commission, and Irrigation Departments of the Provinces & Gilgit-Baltistan; (ii) water sector related research and planning studies; and (iii) imparting training; conducting seminars, study tours etc.

DUTIES AND RESPONSIBILITY

Project Management and Policy Implementation Unit (PMPIU) in consultation with the World Bank intends to engage a qualified and well experienced Water Resources Engineer to work as a PRE for Water Sector Capacity Building and Advisory Services Project (WCAP). The PRE should be a self-motivating individual with strong technical, analytical, computational, problem solving and inter-personal communication skills.

The Terms of Reference (TORs) of the PRE, are as follows:

1. Possesses the background knowledge of river basin institutions and associated governing laws, river regimes, river erosion.
2. Experience and capacity to prepare TORs and conduct strategic river engineering/water sector studies.
3. Demonstrates understanding of hydrological/hydraulic analyses and can establish empirical and theoretical relationships related to physical river/stream systems.
4. Capability of application of statistical techniques in vogue in hydrological analysis to a variety of river regime related problems in relation to man-made interventions on rivers such as, dikes, dams & barrages, hydropower stations, etc.
5. Good hands on experience on latest computer based river & hydrological and hydraulic models at watershed and channel scale.
6. Experience in use of Geographical Information System (GIS) and Remote Sensing (RS).
7. Ample capability to devise/formulate non-structural and structural river management and control measures (including but not limited to river & stream gauging, remote sensing techniques, radar-based river control/flood control systems, fairly reasonable forecasting capabilities) and operation of multi-purpose reservoirs and other hydraulic structures.
8. Capability to develop guidelines towards defining active river/flood plains and their extent.
9. Expertise in hazard assessment and constraints mapping associated with river/stream erosion and channel meandering geomorphology.

QUALIFICATION & EXPERIENCE

Master Degree in Civil/Water Resources Engineering/River Hydraulics Engineering/ Hydrology, from HEC recognised university/institute. Minimum 15 years experience in the planning, designing, construction and operation of structures like dams, river flood protection/training works, irrigation and hydraulic works, barrage design and construction preferably on the Bank's projects.

SELECTION PROCEDURE

PRE will be selected through interview from a short list of candidates who apply for the position. A probation period of three months will apply upon signature of the contract. Knowledge on Pakistan water sector with related water infrastructure development and management challenges experience would be a pre-requisite.

REPORTING AND ADMINISTRATIVE ARRANGEMENT

PRE will be working under and report to Team Leader, PMPIU/WCAP. He will closely work with other experts from other implementing agencies including IRSA and WAPDA, Federal Flood Commission, Provincial Irrigation Departments to ensure close coordination and synergy with on-going activities. In addition, he will hold discussion and meetings with all the concerned officers of PMPIU, as and when required, in order to establish a good working environment, to promote the process of consultation and to accrue benefits from each others experience.

PRE will be provided with a reasonable office accommodation in the office of PMPIU. PRE should be well versed with all computer techniques and IT management, and will work himself on computer to discharge all official and technical assignments and produce reports.

ISLAMIC REPUBLIC OF PAKISTAN

Ministry of Water Resources

Project Management and Policy Implementation Unit (PMPIU)

Water Sector Capacity Building and Advisory Services Project (WCAP)

TERMS OF REFERENCES

Post Title: Policy, Monitoring & Evaluation Specialist

Duration: 178 days contract (Renewable)

Level: Short Term Consultant

Duty Station: Islamabad

Duty Timing: 9:00am – 5:00pm from Monday to Friday

BACKGROUND

The Government of Pakistan (GoP) has secured additional credit (IDA Credit) equivalent to USD 34.95 Million from the World Bank for “Water Sector Capacity Building and Advisory Services Project” (WCAP). The project is scheduled to be implemented up till June 30, 2021.

The major focus of the WCAP is to support institutional development and capacity building, analytical work, and conduct studies to improve the management and investment planning of water resources in the Indus River System.

Pakistan’s National Water Policy (NWP), which faced delays for more than a decade, was finally approved on Tuesday 24th April, 2018 by the Council of Common Interests. The NWP provides a broad policy framework and a set of principles for water security, on the basis of which the Provincial Governments can formulate their respective Master Plans and projects for water conservation, water development and water management. The NWP is considered as a comprehensive document and has been welcomed throughout the country; its overarching policy objective is to recognize the emerging water crisis and to provide an overall policy framework to guide the development of a comprehensive plan of action.

The NWP objectives are grounded in a set of principles aimed at promoting greater national interest and the welfare of the people of Pakistan. In addition, several strategic initiatives have been identified that will be taken up at the Federal and Provincial levels, since they are of critical importance to the water, energy and food security of Pakistan. These include: conservation and

efficiency, storage, leveraging technology, renewable energy, integrated water resources management, comprehensive regulatory framework and planning principles.

There is a strong and immediate need to implement the NWP in letter and spirit to promote the coordinated development and management of water and land resources in a sustainable and equitable manner. Rigorous monitoring and evaluation of policy implementation will be essential to harness the benefits of the comprehensive National Water Policy.

The National Water Policy call for the establishment of a National Water Council, chaired by the Prime Minister of Pakistan and including relevant federal ministers, provincial chief ministers, the Federal Secretary of Water Resources and relevant private sectors specialists. The National Water Council oversees implementation of the National Water Policy and drive national water planning and coordination. The Ministry of Water Resources will serve as the secretariat for the Council. The Council will be supported by a secretary-level Steering Committee with a focus on inter-provincial coordination.

SCOPE OF WORK

The Policy, Monitoring & Evaluation Specialist will assist the National Water Council and its Steering Committee in fulfilling their functions, including:

- (i) Reviewing and coordinating policy implementation;
- (ii) Recommending legislation, policies and strategies for water resources management and development;
- (iii) Planning and coordinating water resources development and management at federal and provincial levels to achieve policy objectives;
- (iv) Reviewing major inter-provincial water projects where federal funding is involved to ensure optimal and economical use of water;
- (v) Creating enabling environment for broader multi-stakeholder participation;
- (vi) Reviewing progress in controlling water pollution;
- (vii) Coordinating development of water resources database services at different level

OBJECTIVES OF THE CONSULTANCY

- Assist in the preparation of an implementation plan for the NWP, through facilitating a consultative process engaging across the provinces and stakeholder groups. The

implementation plan will include clear time-bound targets, associated financing requirements and the roles and responsibilities for meeting these targets.

- Help establish a monitoring & evaluation framework and system for WCAP and for NWP implementation.
- Lead the implementation of the monitoring & evaluation system for WCAP and the NWP.

DUTIES AND RESPONSIBILITIES

- Design a policy, monitoring & evaluation framework and system for WCAP and NWP implementation.
- Set realistic target timelines, monitoring and follow-up of the performance achieved against targets.
- Devise an advance-alert/mitigation system in monitoring deliverables against the activities, aiming at timely completion of activities, quality assurance of output/results and cost effectiveness.
- Undertake field visits and coordination with participatory approach of the stakeholders.
- Ensure application and implementation of covenants of the additional financing agreement by implementation agencies and executing agencies.
- Ensure compliance and monitoring of government policies, regulations, rules, procedures and practices as per government guidelines relating to the project.
- Propose improvement in standing procedures and practices followed by the project, within the framework of government regulations, rules and procedures.
- Suggest ways and means for improvements in efficiencies and effectiveness in implementation of project activities and subsequent monitoring of implementation.
- Assist and coordinate with implementing and executing agencies in preparing quarterly progress reports.
- Assist the project management in implementation of annual work plan as approved by the World Bank.
- Any other task assigned by the Project Director or Team Leader.

QUALIFICATION & EXPERIENCE

Education

Master Degree or equivalent in Engineering/Management/Business/Information Technology from HEC recognised university/institute.

Experience

At least twelve (12) years work experience preferably in Public/Private Sector with exposure to multi-stakeholder environment involving federal, provincial, donors and development partners. Out of which at least four (04) years in policy and / or monitoring and evaluation of water sector projects in Pakistan. He / she shall be familiar with coordination mechanisms of ministries, divisions and executing agencies on their development portfolios and has demonstrated competence in economic and financial analysis of public sector development projects in water sector. He / she shall be ready to undertake regular field visits to assess physical progress, efficiency and adequacy in terms of delivery of project inputs and outputs. He/she shall have ability to analyze financial progress and assess whether the use of project funds is commensurate with the attainment of physical progress and timeliness of procurement and disbursement activities.

Language Proficiency

Fluency in English and Urdu. Communication in vernacular languages is preferable.

Core Competencies

- Result Oriented: Ability to meet assignment goals and produce high-quality results.
- Planning and Execution: Capacity to translate strategic goals and priorities into realistic deliverables.
- Leadership: Competent leadership abilities necessary for dynamic, diverse and complex project processes.
- Building Coalitions: Ability to build relevant coalitions involving relevant project stakeholders to achieve NWP, goals of public awareness.
- Strategic Thinking: Ability to formulate objectives, set priorities and implement plans consistent with NWP.

ISLAMIC REPUBLIC OF PAKISTAN

Ministry of Water Resources

Project Management and Policy Implementation Unit (PMPIU)

Water Sector Capacity Building and Advisory Services Project (WCAP)

TERMS OF REFERENCES

Post Title: Communication Specialist

Duration: 178 days contract (Renewable)

Level: Short Term Consultant

Duty Station: Islamabad

Duty Timing: 9:00 AM – 5:00 PM from Monday to Friday

BACKGROUND

The Government of Pakistan (GoP) has secured additional credit (IDA Credit) equivalent to USD 34.95 Million from the World Bank for “Water Sector Capacity Building and Advisory Services Project” (WCAP). The project is scheduled to be implemented up till June 30, 2021.

The major focus of the WCAP is to support institutional development and capacity building, analytical work, and to conduct studies to ensure effective management and development of the Indus River System in the context of significant economic, social and environmental change and need for infrastructure.

The first-ever National Water Policy (NWP), which had faced delays for more than a decade, was finally approved on Tuesday 24th April, 2018 by the Council of Common Interests (CCI). The National Water Policy lays down a broad policy framework and set of principles for water security on the basis of which the provincial governments can formulate their respective master plans and projects for water conservation, development and management. The NWP has been considered as a comprehensive document and has been welcomed throughout the country.

There is a general lack of awareness amongst the general public about the impending threat of water scarcity and the huge wastage of sweet water; excessive watering of crops is endemic with total disregard for efficiency and conservation. The National Water Policy (NWP) has been ratified by the support of this project in order to respond to the emerging water crisis.

POLICY OBJECTIVES

Promotion of behavioral change to reduce wastage of water by raising public awareness through media campaigns and incorporating water conservation lessons in syllabi/curricula at primary, secondary and tertiary levels. NWP puts due emphasis on raising public awareness as below:

“Quote

Preamble of NWP: There is lack of awareness amongst the general public about the impending threat of water scarcity and the huge wastage of sweet water; excessive watering of crops is endemic with total disregard for efficiency and conservation.

Policy Objectives 2.5: Promoting behavioral change to reduce wastage of water by raising public awareness through media campaigns and incorporating water conservation lessons in syllabi/curricula at primary, secondary and tertiary levels.

Policy Action 15.4: All measures will be taken to spread awareness about the dangers of water pollution. Public pressure would also be brought to bear on the polluters so that polluters can be fined after taking into account the extent of damage being caused and requirement of deterrence.

Policy Action 23: Public Awareness

23.1 People are the prime stakeholders of water sector. This policy recognizes that no substantial success can be achieved without active and meaningful participation of the masses.

23.2 There is a need to raise awareness among people to conserve water being central to sustenance of all kinds of life. For this purpose, media will be taken on board through relevant regulatory bodies to launch a comprehensive public awareness campaign.

23.3 Awareness regarding conservation of water will be incorporated in syllabi/curricula at primary, secondary and tertiary levels of education.

23.4 Provincial Irrigation Departments and Water Management Wings of Agriculture Departments shall make public awareness programs an integral part of their organizational functions.

23.5 Agriculture Universities shall be encouraged to not only play their role in raising awareness but initiate/upgrade higher level academic programs in water conservation and management.

Unquote”

SCOPE OF WORK

1. Take steps for raising awareness on scarcity of water in all sectors: domestic, commercial, industrial, agriculture, both in rural and urban population; and to counter the scarcity taking cognizance of austerity and mitigation measures.
2. Take all measures to spread awareness about dangers of water pollution. Public pressure would also be brought to bear on the polluters so that polluters can be fined after taking into account the extent of damage being caused and requirement of deterrence.
3. Take steps for raising awareness of rain water harvesting in rural and urban settings.
4. For this purpose effective utilization of various modes of media: radio, tv, newspaper, journals, publicity, community participative talks, event management and conducting symposiums/workshops.
5. All the activities to focus on the achievements as relevant clauses of NWP like 2.5, 15.4, 23 including preamble.

OBJECTIVES OF THE CONSULTANCY

- Design appropriate strategies and take steps for engagement with the public throughout the country to raise awareness on the conservation of water.
- Supervise the awareness campaign on water security as envisaged in National Water Policy.
- Project and disseminate WCAP activities and achievements

DUTIES AND RESPONSIBILITIES

Communication Strategy

- Design and implement a communications strategy and plan awareness campaign on the National Water Policy through active and meaningful participation of the major stakeholders and provide feedback on ongoing public relations activities and future programmes.
- Develop appropriately branded public information documents (brochures, pamphlets, booklets) and events containing schedules, briefing materials, scene setters etc.
- Travel to the field and produce reports highlighting program developments, achievements and success stories, wherever required.

- Coordinate the communications, outreach and training or awareness components of the policy and implementation of all related activities at the national and regional levels.
- Make Liaison with media/communication wing of Ministry of Water Resources and Policy Implementation Cell of National Water Policy to coordinate awareness campaigns on water conservation and advocacy of National Water Policy.
- The incumbent will coordinate with relevant federal and provincial departments to involve them in awareness and advocacy campaigns.

Media Relations

- Manage the website content, Facebook and Twitter accounts as well as other possible networking platforms.
- Launch comprehensive public awareness campaigns by taking media on board through relevant regulatory bodies.
- Arrange interviews of eminent water experts to motivate masses.

Networking

- Design, develop and disseminate all outreach materials and aware authorities to incorporate content on water conservation in syllabi/curricula at primary, secondary and tertiary levels of education.
- Encourage agriculture universities to play their role in raising awareness as well as initiate/upgrade higher level academic programs in water conservation and management.
- Undertake any other activities as assigned by the Project Director or Team Leader.

QUALIFICATION & EXPERIENCE

Education

The candidate should have a Master Degree in Media Studies/Mass Communications/Journalism, from HEC recognised university/institute.

Experience

At least ten years of progressively responsible and relevant professional work experience in communication, print, broadcast, as anchor person, interviewer, presenter debate, new media releases of multi-disciplinary projects at national and/or international levels and tweeting.

Language Proficiency

Fluency in English and Urdu. Communication in vernacular languages is preferable.

Core Competencies

- **Result Oriented:** Ability to meet assignment goals and produce high-quality results.
- **Planning and Execution:** Capacity to translate strategic goals and priorities into realistic media deliverables.
- **Leadership:** Competent leadership abilities necessary for dynamic, diverse and complex project processes.
- **Building Coalitions:** Ability to build relevant coalitions involving relevant project stakeholders to achieve NWP, goals of public awareness.
- **Strategic Thinking:** Ability to formulate objectives, set priorities and implement plans consistent with NWP.

ISLAMIC REPUBLIC OF PAKISTAN

Ministry of Water Resources

Project Management and Policy Implementation Unit (PMPIU)

Water Sector Capacity Building and Advisory Services Project (WCAP)

TERMS OF REFERENCE

Post Title: Procurement Specialist

Duration: One year contract (Renewable)

Level: Individual Consultant

Duty Station: Islamabad

Duty Timing: 9:00am – 5:00pm from Monday to Friday

BACKGROUND

The Government of Pakistan (GoP) has secured additional credit (IDA Credit) equivalent to USD 34.95 Million from the World Bank for “Water Sector Capacity Building and Advisory Services Project” (WCAP). The project is scheduled to be implemented up till June 30, 2021.

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DUTIES AND RESPONSIBILITIES

Project Management and Policy Implementation Unit (PMPIU) in consultation with the World Bank intend to engage a qualified and well experienced Procurement Specialist (PS) for Water Sector Capacity Building and Advisory Services Project (WCAP). The PS should be a self-motivating individual with strong analytical, computational, problem solving and inter-personal communication skills. The Terms of Reference (TORs) of the PS, not limited to, are as follows:

1. Preparing EOIs, RFPs, bidding documents, inviting bids, evaluation of technical and financial bids for goods, works and services including, short listing of individual consultants, consultancy firms, negotiations with the selected consultants, if necessary, and evaluation of performance of consultants regarding procurement matters, corresponding/liaison with the Bank on procurement issues and posting of the information/data/complaints relating to procurement process/plans on web-sites for PMPIU. The procurement plans etc. may be forwarded, in a timely manner, to PPRA and the Bank for posting on their web-sites.
2. Reviewing of procurement plans of and ensuring their compatibility with the approved project schedules and with the standing guidelines procedures of the World Bank.
3. Maintaining close liaison with all the implementation agencies of WCAP regarding updation of procurement manual/plans on regular basis including supervision/monitoring/guiding the procurements by IRSA.
4. Keeping regular coordination with the Senior Procurement Specialist/Procurement Specialist of the Bank, Islamabad Office in order to process/conduct the procurements according to the laid down procedures of the Bank.
5. Developing procurement database in close consultation with the implementing agencies. This database envisages the entire range of procurement related aspects of the project including quoted prices of goods, contract cost, charge rates, performance of consultants, issues arising during implementation and procurement cycles, updating contract roasters, etc.
6. Use of World Bank portal STEP to upload and update all procurement activities of the project in detail as per required for seeking NOL from the bank and compliance.
7. Any other duties assigned to him by Team Leader/Project Director.

QUALIFICATION & EXPERIENCE

Master degree holder in MBA/Economics/Statistics/CA/ACMA/ACCA/B.Sc. Engineering, from HEC recognised university/institute. Minimum 15 years experience of procurement of goods, works and services as per World Bank or other international donors, selecting, contracting and monitoring consultants for the projects financed by international donor agencies or having worked on donor funded projects.

SELECTION PROCEDURE

The PS will be selected through interview from a short list of candidates who apply for this position. A probation period of three months will apply upon signing of the contract.

REPORTING AND ADMINISTRATIVE ARRANGEMENT

The PS will be working under and will report to Team Leader PMPIU/WCAP. He will consult Director (Technical), Principal River Engineer and Finance & Business Management Specialist (FBMS) in related official matters before finalising any report etc.

The PS will be provided with a reasonable office accommodation in the office of PMPIU. The Specialist should be well versed with all computer techniques and IT management, and will be required to work independently on computer to discharge official, day to day assignments and produce reports.

ISLAMIC REPUBLIC OF PAKISTAN
Ministry of Water Resources
Project Management and Policy Implementation Unit (PMPIU)
Water Sector Capacity Building and Advisory Services Project (WCAP)

TERMS OF REFERENCE

Post Title: Team Leader

Duration: One year contract (Renewable)

Level: Individual Consultant

Duty Station: Islamabad

Duty Timing: 9:00am – 5:00pm from Monday to Friday

BACKGROUND

The Government of Pakistan (GoP) has secured additional credit (IDA Credit) equivalent to USD 34.95 Million from the World Bank for “Water Sector Capacity Building and Advisory Services Project (WCAP)”. The project is scheduled to be implemented up till June 30, 2021.

The major focus of the WCAP is to support institutional development and capacity building, analytical work, and conduct studies to improve the management and investment planning of water resources in the Indus River System.

The project’s features include: (i) capacity building and support to Project Management and Policy Implementation Unit (PMPIU)/Ministry of Water Resources, Indus River System Authority (IRSA), Water and Power Development Authority (WAPDA), Water Section of Planning Commission, and Irrigation Departments of the Provinces & Gilgit-Baltistan; (ii) water sector related research and planning studies; and (iii) imparting training; conducting seminars, study tours etc.

DUTIES AND RESPONSIBILITY

Project Management and Policy Implementation Unit (PMPIU) in consultation with the World Bank (Bank) intend to engage a qualified and well experienced Team Leader (TL) for Water Sector Capacity Building and Advisory Services Project (WCAP). The TL should be a self-motivating individual with strong analytical, computational, problem solving and inter-personal

communication skills. The Team Leader, PMPIU, who shall essentially be assisting the Project Director, shall have, but not limited to, the following duties/responsibilities:

1. Preparing a strategic plan/road map with defined milestones for implementation of WCAP on most efficient lines.
2. Providing guidance and supervision to the implementation agencies on all technical matters relating to activities/sub-projects.
3. Conducting regular meetings with all the implementing agencies to assess the pace of implementation, identify bottlenecks, in the light of approved plan/road map, and to devise concrete and doable remedial measures to resolve the issues under intimation to Project Director.
4. Conducting regular meetings with the World Bank on the matters relating to procurement, disbursement, progress reporting, general implementation, monitoring and other related matters. Resolution of issues arising during implementation of the project, with the World Bank and other concerned agencies under intimation to Project Director.
5. Developing agenda for the Project Steering Committee (PSC) and arranging the meetings. Follow up actions to implement the decisions of PSC issues under intimation to Project Director.
6. Accomplishing the goals and targets/objectives of the project described in the approved PC-II within given period of time.
7. Overseeing the financial and administrative matters of the PMPIU and of other implementing agencies of WCAP as and when required specifically by Project Director.
8. Prepare prioritised project plans, both short-term and long-term concerning water security issues and also to cope with future requirements.
9. Prepare timely all relevant final reports on the project implementation with the support of the project experts and in close coordination with implementing agencies.
10. Prepare Periodic Progress Reports of all activities of WCAP and submit to Project Director.
11. Monitoring of on-going activities and evaluation on basis of project indicators.

QUALIFICATION & EXPERIENCE

B.S/BE in Civil Engineering, from HEC recognised university/institute, with minimum 20 years experience in the field of water resources planning, development, management, operation and maintenance, and monitoring & evaluation. Experience on relevant water sector reform agenda will be accorded higher weightage. At least 3 years experience of work in the above stated disciplines on the World Bank or other donor funded projects.

OR

Master in Civil/Water Resources/Hydropower Engineering, from HEC recognised university/institute, with minimum 15 years experience in the field of water resources planning, development, management, operation and maintenance, and monitoring & evaluation. Experience on relevant water sector reform agenda will be accorded higher weightage. At least 3 years experience of work in the above stated disciplines on the World Bank or other donor funded projects.

SELECTION PROCEDURE

The Team Leader (TL) will be selected through interview from a short list of candidates who apply for this position. A probation period of three months will apply upon signing of the contract. Knowledge on project management and team leadership experience would be a pre-requisite advantage.

REPORTING AND ADMINISTRATIVE ARRANGEMENT

TL will be working under and will report to Project Director (PD), PMPIU/WCAP. He will consult the PD in all official matters while finalising any report etc. He will hold discussion and meetings with all the concerned officers of PMPIU, as and when required, in order to establish a friendly environment, to promote the process of consultation and to accrue benefits from each other's experience.

The TL will be provided with a reasonable office accommodation in the office of PMPIU. The TL should be well versed with all computer techniques and IT management and will be required to work independently on computer to discharge official, day to day assignments and produce reports.