

## **TERMS OF REFERENCE**

### **I. Position Information**

**Position:** Water Supply Expert

**Organization:** ICLEI – Local Governments for Sustainability, South Asia

**Location:** Remote-based (with travel to select cities in Tamil Nadu as required)

**Type of Contract:** Short-term Consultancy /External Expert for part-time advisory role

**Contract Duration:** From date of onboarding till June 2026

**Expected Start Date:** Immediate

**Application Deadline:** January 6, 2026

### **II. Project Information**

The Government of Tamil Nadu (GoTN) is currently implementing the World Bank financed **Tamil Nadu Climate Resilient Urban Development Program (TNCRUDP)**, a large-scale program to support strategic targets of the GoTN's Urban Vision 2031, particularly on water and sanitation services (WSS) and urban governance. The program is being implemented in 21 participating Urban Local Bodies (ULBs) of Tamil Nadu from 2024 to 2030.

The development objective of the Program is to 'strengthen urban management and improve access to efficient and climate resilient urban WSS in participating ULBs in Tamil Nadu'. The Program focuses on two mutually reinforcing Results Areas (RA): (1) institutional strengthening on urban management and (2) improvement in WSS service delivery, whereas enhancing climate resilience is considered in both areas.

Program implementation under RA2 focuses on WSS sector building blocks which together form a 'sector improvement performance framework' with actions to support good quality and expanded service delivery and operational, climate, and financial efficiency of WSS services, supplemented by WSS institutional and policy actions in RA1.

#### **ICLEI South Asia's Technical Support**

ICLEI South Asia is engaged by the World Bank to provide technical support on the areas of City Climate Action Planning, Energy Efficiency, and Water and Sanitation Services for the TNCRUDP.

A team of experts from ICLEI South Asia is supporting the World Bank team to provide the required technical support and capacity building as part of Bank's implementation support and supervision in:

- a) reviewing the methodology and outputs of City Climate Action Plans (CCAPs), particularly on the four WSS subplans;
- b) reviewing energy audit reports and recommending energy efficiency measures;
- c) reviewing the implementation progress to achieve disbursement linked indicators (DLIs) related to provision of WSS; and
- d) facilitating knowledge exchange for capacity building of ULBs and other relevant stakeholders.

As part of this engagement, this TOR is seeking to engage a senior Water Supply Expert with relevant experience to support ICLEI South Asia to undertake the following tasks:

- Lead the review of the implementation of the performance-based contracts (PBCs) under the ongoing program in Tamil Nadu, especially on the KPI related to non-revenue water reduction and 24x7 water supply.
- Review sub-plans including the Water Security Plan and the Business Plan for Water and Sewerage Operations under preparation in ULBs (working closely with Water Resource and Sanitation Experts already on-board)
- Serve as a resource person for trainings, workshops, and other capacity-building activities.

## II. Functions

The Water Supply Expert will provide high level technical and advisory support to ICLEI South Asia for strengthening urban water supply systems under a multi-city development program, with a specific focus on water security planning and performance-based service delivery.

Under the program, ULBs have engaged contractors (through performance-based contracts or PBCs) and project management consultants to implement the WSS investments under the Program, with the aim to achieve program indicators.

The Water Supply Expert is expected to lead review of the WSS performance-based contracts (PBCs) rolled out in the ULBs and their implementation so far, in particular the KPI related to non-revenue water (NRW), and draft best practice guidelines and templates for PBCs for WSS services.

The Expert Consultant is also expected to lead the review, field visits and anchor technical consultations with key stakeholders to understand the existing situation, priorities and specific requirements, and identify broad-based recommendations.

The anticipated engagement of the Expert is up to 60 days over the duration noted above.

The expert will be responsible for the following key tasks:

- Lead the technical review of **Performance-Based Contracts (PBCs)** being implemented under TNCRUDP, with specific focus on:
  - a) Non-Revenue Water (NRW) reduction
  - b) 24x7 water supply service indicators
- In particular, lead engagement with stakeholders and field visits to assess the compliance with contractual requirements, identify bottlenecks in achieving PBC targets, compare the implementation with the best practices, identify and suggest actionable recommendations for improvements.
- Review select city-level Water Security sub-plans being prepared by third-party consultants in the ULBs working closely with a Water Resources Expert (part of the ICLEI South Asia project team).
- Review select city-level Business Plans for Water and Sewerage Operations being prepared by third-party consultants in the ULBs working closely with a Sanitation Expert (part of the ICLEI South Asia project team).
- Provide guiding strategic and technical inputs on methodology, baseline assessments, and strategies, along with inputs on institutional structures to support implementation and monitoring and good practices from other cities with similar local context.
- Assess progress against select Disbursement Linked Indicators (DLIs) related to urban water supply
- Provide advisory inputs and recommendations to align water supply interventions with climate resilience and urban service delivery goals

- Serve as a resource person for trainings, workshops, and other capacity-building activities geared towards project ULBs. Provide support to capacity building and knowledge sharing by supporting preparation of training materials (in the form of slide decks) and delivery of training sessions with a mix of hands-on and theoretical approaches. The training will also facilitate sharing of best practices and peer-to-peer knowledge exchange.

### III. Competencies and Qualifications

Candidates should have:

- Strong expertise in urban water supply planning, operations, and service delivery reforms
- Demonstrated experience with NRW reduction, 24x7 water supply systems, and performance-based contracts
- Experience working with state governments, ULBs, and/or multilateral donor-supported urban programs
- Ability to critically review technical documents, contracts, and implementation progress
- Strong analytical, report-writing, and presentation skills
- Ability to work independently and deliver outputs within defined timelines
- Willingness to travel within Tamil Nadu, as required
- **Education:**  
Master's degree in civil engineering / water resources engineering / environmental engineering / urban Infrastructure Planning or allied fields
- **Experience:**
  - Minimum 10 years' of professional experience in Urban water supply projects, of which at least 3 years of experience in O&M of water supply and WSS asset management to achieve 24x7 supply and NRW reduction and considerable experience of working with the Government sector or in ULBs including planning, implementation, monitoring, or advisory roles.
  - Experience on 24/7 water supply, performance-based contracts, NRW reduction for cities in India and abroad will be preferable.
  - Prior experience with large-scale urban development programs and performance-based water supply reforms will be a strong advantage.

### V. Contract & Engagement Details

- Engagement will be on a **consultancy basis till June 2026**
- Remuneration will be **commensurate with experience** and aligned with ICLEI South Asia consultancy norms
- Travel for official assignments will be supported as per project provisions

### VI. Contact Information

Interested candidates are requested to submit:

- Updated CV
- A brief note (1–2 pages) outlining relevant experience and suitability for this assignment
- ICLEI South Asia promotes Diversity, Equity and Inclusiveness (DEI); hence it encourages all, including females to apply for the position.

Applications should be sent to:

**E-mail:** [simran.kaur@iclei.org](mailto:simran.kaur@iclei.org)

**Subject line:** *Application - Terms of Reference – Water Supply Expert (TNCRUDP)*

#### **VI. Organizational Information:**

ICLEI – Local Governments for Sustainability (ICLEI) is a network of more than 2500 local and regional governments, supported by a team of global experts, driving sustainable urban development worldwide. Active in 125+ countries, we impact over 25 percent of the global urban population. ICLEI – Local Governments for Sustainability, South Asia (ICLEI South Asia) – the South Asian arm of ICLEI, aims to build and serve a regional network of local governments to achieve tangible improvements in regional and global sustainability through local initiatives. Over 20 years, ICLEI South Asia has emerged a strong and vibrant local government association with a membership base of over 75 cities. We promote local action for global sustainability and support cities to become sustainable, resilient, resource-efficient, biodiverse, low-carbon, productive, Eco mobile; to build a smart infrastructure; and to develop an inclusive, green urban economy with sustainable procurement with the ultimate aim of achieving healthy and happy communities. ICLEI also strengthens North-South and South-South cooperation to advance sustainability at the local regional and sub-national levels. We work with South Asian cities with funding support from various national and international partners by offering various opportunities such as participation in programs and projects, technical inputs, information services, trainings, conferences, and workshops. We also share our expertise, reach out to cities, initiate interaction and mobilise funds. Facilitating peer learning, city-to-city exchanges, and networking, and supporting the development and implementation of demonstration projects are some ways in which we strengthen the capacities and technical know-how of cities that we work with. For more information, visit <https://southasia.iclei.org/>