

Kathmandu Valley Water Supply Management Board
Kathmandu Valley Water Security Improvement Project (KV WaSIP)
Grant Facility for Project Preparation (GFPP)
Terms of Reference for Recruitment of a
Social Development Specialist

Position	Social Development Specialist
Duty Station	Kathmandu, Nepal with frequent field visit
Contract Duration	Duration of Grant Implementation Period (approx.17 months)
Expected Start Date	October 2026

1. Context

Kathmandu Valley anchors Nepal's aspiration for double-digit, jobs-led, inclusive growth. Kathmandu Valley (KV) is Nepal's capital region and home to more than 3 million people. KV is among the fastest growing metropolitans in South Asia, expected to reach 4.5 million by 2041. KV houses a quarter of Nepal's formal jobs, and nearly one in five businesses, and contributes over a third of national GDP (and higher if excluding remittances). KV is already driving Nepal's job-led growth, providing over a quarter of nonfarm employment in promising sectors such as ICT and tourism (KV houses 61% of ICT jobs, and is the gateway to Nepal). But systemic challenges in KV's urban infrastructure and institutions will limit future growth if unaddressed, including heavy traffic congestion and inadequate road infrastructure; limited urban planning and resilient public spaces; a lack of reliable waste management, with almost no wastewater treatment; and a severe water supply shortage.

KV's water supply faces the double challenge of insufficient bulk water and low resilience. Current water supply to the core city is estimated to be about a third of expected demand (average water supply remains around 40 liters per capita per day (lpcd), significantly below the planning standard of approximately 130 lpcd required to ensure adequate and reliable urban service levels). As a result, most households receive water for only about 2 hours a few times a week. The majority of bulk water comes from the Melamchi system, which delivers about 170 million liters per day for part of the year, with plans to increase this supply over the next decade to 510 million liters per day. While reliable estimates of demand have not been conducted, current demand is likely around 490 million liters per day and is expected to increase as the capital's population and economic development grow. Reliance on a single source of bulk water increases the overall vulnerability of KV's water system to disasters, and there is a growing need to increase resilience through additional bulk water options in the event that the Melamchi catchment or bulk water system is affected, as was the case in the 2021 cascade disaster.

The cost of an inadequate water supply is high. Households and businesses supplement municipal water supply through groundwater, public taps, rainwater, or tankers, where possible. People pay up to 4 times the price of public piped water to buy water from vendors. Groundwater has been an overexploited lifeline to the valley, but it faces equity and environmental issues: deep tubewells that hotels, housing colonies, and industries can afford have begun to deplete water tables, drying out shallow tubewells that households rely on and causing land subsidence in parts of the city. The hidden cost of unsafe water is also high. Waterborne diseases are a significant public health concern in KV, with over 60% of households consuming sewage-contaminated water containing E. coli. Common illnesses include typhoid, diarrhea, cholera, dysentery, and jaundice. Risk peaks during the monsoon season (March–September), and contaminated groundwater and jar or tanker water are major sources of infection.

2. Project Description

The proposed KV WaSIP aims to enhance the availability, reliability, and climate resilience of potable bulk water supply for the Kathmandu Valley through the development of a regulated storage-based source on the Sisneri River in Makawanpur District. The Project responds to the limitation of available river flows, which are insufficient to sustain a run-of-river supply system during the dry season. Earlier studies under the Bagmati River Basin Integrated Master Plan, together with subsequent feasibility and

preliminary design work, identified the Sisneri River as a technically viable and strategically important source for augmenting the Valley's bulk water supply.

Based on the latest feasibility assessments, the preferred scheme comprises a storage dam located upstream of the Kogate–Sisneri confluence, with a preliminary crest length of approximately 162 meters and a height of approximately 65 meters. The reservoir is expected to provide an estimated gross storage capacity of approximately 17.77 million cubic meters, including a live storage volume of approximately 15.35 million cubic meters. Preliminary operating levels are defined between a minimum drawdown level of approximately 1,124 masl and a maximum pool level of approximately 1,157 masl. Subject to hydrological conditions, system optimization, and operating rules, the scheme is expected to supply up to approximately 140 MLD during the wet season and approximately 80 MLD during the dry season.

Reservoir regulation is central to the Project design, enabling the capture and regulation of monsoon flows to improve dry-season supply reliability and strengthen long-term water security. Reservoir operations will need to account for environmental flow requirements, sediment management, flood routing, reservoir filling procedures, spillway and outlet operating rules, and potential source augmentation through diversion from the Kogate River and, if required, the Kulekhani Reservoir system. The Project will also include reservoir operation and water balance models to assess system yield under different hydrological and climate scenarios and to establish safe, efficient, and sustainable operating parameters.

The proposed infrastructure includes the dam and reservoir, a dam-integrated raw water intake structure, possible source augmentation works linked to the Kogate River and Kulekhani Reservoir system, and associated ancillary infrastructure, including spillway and outlet works, access roads, power supply, construction camps and staging areas, and administrative and operational facilities. The wider bulk water supply system is expected to include transmission and pumping infrastructure connecting the scheme to downstream treatment and storage facilities, including conveyance arrangements linked to the Sainbu Reservoir system. The intake is proposed to be integrated into the dam structure and designed to accommodate the planned bulk water supply capacity.

Given that earlier investigations were based on limited field data and preliminary site characterization, further technical investigations and validation will be required before final design. These will confirm key hydrological, geological, geotechnical, hydraulic, sedimentation, dam safety, and climate resilience assumptions. The Project will therefore include feasibility confirmation and optimization of dam and reservoir alternatives, followed by detailed engineering design, cost estimates, implementation planning, operation and maintenance arrangements, dam safety documentation, environmental and social risk management inputs, and bidding documents to support construction and implementation.

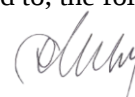
3. Objectives of the Assignment

The objectives of this assignment are to:

- Support the PMU in the preparation of relevant Environmental and Social Assessments commensurable with the Environmental and Social risk category in order to ensure project readiness for Appraisal.
- Ensure full compliance with the World Bank's Environmental and Social Standards (ESSs).
- Ensure compliance with Government of Nepal's laws, regulations, and policies related to social development, land acquisition, resettlement and Indigenous people.
- Build the institutional capacity of the PMU and other relevant counterparts on social risk management.
- Lead and coordinate stakeholder mapping and stakeholder engagement as relevant for project preparation.

4. Scope of Services

The Social Development Specialist will be a full-time member of the PMU and will report directly to the Project Director. The specialist's scope of work includes, but is not limited to, the following:



- Prepare high quality Terms of References for consulting services to carry out Environmental and Social Assessments, and other relevant documents (i.e. Resettlement documents, Stakeholder Engagement Plan (SEP), Cultural Heritage Management Plan (CHMP), Labor Management Procedures (LMP) and Indigenous Peoples Plans (IPP)).
- Oversee preparation of relevant Social Assessments, including as related to land acquisition and involuntary resettlement, IPP and SEP.
- Conduct social screening of project activities to identify social risks, potential adverse impacts, and level of assessment required.
- Design and carry out relevant E&S trainings to strengthen PMU understanding of ESF requirements and E&S risk management.
- Identify capacity building needs and adapt training programs as project requirements evolve.
- Prepare and maintain documentation on social compliance and provide regular updates in line with the Grant ESCP to the Project Director and the World Bank.
- Conduct stakeholder mapping and oversee preparation of the Stakeholder Engagement Plan (SEP).
- Establish and maintain grievance mechanism in line with the Grant ESCP. Set up the grievance mechanism in a way that it continues its functioning through project implementation.
- Maintain meticulous records of grievances received, resolved, and implemented.
- Provide stakeholders about the environmental and social risks and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Activities.
- Consult stakeholders periodically in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities.
- Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable; Coordinate outreach with relevant government departments and line agencies, including those responsible for land, revenue, forest, and other social services.
- Receive and facilitate resolution of concerns and grievances in relation to the Activities, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10, grant and project ESCPs.
- Promote the inclusion of women, youth, persons with disabilities, and other marginalized groups as project beneficiaries and in decision-making processes.
- Integrate gender and social inclusion considerations into project design, procurement, and monitoring.
- Support activities to prevent and respond to gender-based violence (GBV) and sexual exploitation and abuse (SEA), in line with the World Bank's GBV requirements.
- Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable.
- Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP).
- Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers

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organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions.

- Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases.
- Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.
- Provide relevant E&S input to TORs and bidding documents to ensure E&S requirements are properly integrated in all aspects of project preparation and subsequent implementation.
- Undertake any other duties related to social development as directed by the Project Director.

5. Expected Outputs

The Social Development Specialist will be responsible for the following key deliverables:

- Environmental and Social Assessment
- Resettlement documents
- Stakeholder Engagement Plan
- Indigenous Peoples Plan
- Labor Management Procedures, including Code of Conduct
- E&S capacity building plan
- Other plans may be needed as well as determined by the E&S assessment (i.e. Cultural Heritage Management Plan)

6. Qualifications and Experience Requirements

All applications will be evaluated against the assignment's minimum qualifications (Table 1).

Candidates who comply with the minimum qualifications will be scored according to predefined criteria. A minimum of three candidates will be shortlisted and interviewed. The candidate with the highest score will be invited to negotiate a contract. Referees of the selected candidate may be contacted to verify prior experience, performance, and interpersonal skills.

Table 1. Minimum Qualifications and Relevant Experience

Education	A Master's degree in Sociology, Anthropology, Social Development, Social Work, Development Studies, or a closely related field is required. A post-graduate degree or additional specialization in resettlement, gender or indigenous peoples' studies will be an advantage.
Work Experience	• At least 10 years of professional post-qualification experience in social development, of which at least 3 years should be in social risk management under IFI-financed project. • Demonstrated experience of preparing at least 5 ESIA's, 3 RAPs and 2 IPPs. • Demonstrated strong knowledge of the World Bank's Environmental and Social Framework (ESF), safeguards or Environmental and Social Principles of other IFIs. • Experience working with indigenous communities and other vulnerable groups in Nepal is highly desirable. • Familiarity with the Government of Nepal's legal framework on land acquisition, environmental management, and labor. • Demonstrated experience in designing and conducting community consultations, GRM operations, and gender-sensitive programming. • Previous experience preparing and delivering training on social safeguards/risk management is an advantage.

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Interpersonal Skills	• Strong analytical and report writing skills in both English and Nepali. • Excellent interpersonal, facilitation, and communication skills. • Ability to work independently and within a multidisciplinary team. • Proficiency in community engagement methodologies. • Willingness to undertake regular field visits, including to project areas that may be remote.
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7. Evaluation and Selection Method

The Social Development Specialist will be hired by the PMU using the Open Competitive Selection of Individual Consultants method following “**World Bank Procurement Regulations for Investment Project Financing Goods, Works, Non-Consulting and Consulting Services**” (July 2016) Seventh Edition 2025.¹

The attention of interested Consultants is drawn to Section III, paragraphs 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations”.

8. Duration of the Assignment

The Social Development Specialist will be engaged on a full-time basis throughout the grant implementation period (approx. 17months). Based on the performance and if the project is approved, the Social Development Specialist may continue in this role for the project implementation.

9. Remuneration

A market-based salary package commensurate with the candidate's experience and qualifications will be offered.

10. Reporting

The Social Development Specialist will report directly to the Project Director, PMU. He/she will maintain close coordination with the World Bank's Social Development Specialist and other relevant Bank team members throughout the assignment.

11. Location

- The consultant will be based at the PMU office and may be required to travel outside the valley as needed for project-related procurement activities.
- The Project shall provide following facilities to consultant during his tenure of service:
 - Office space
 - Email and internet access
 - Required office stationery and other materials
 - Photocopying/printing facilities

12. Application Process

Interested candidates shall submit a complete application package comprising:

- Up-to-date curriculum vitae (CV).
- Copies of academic and professional certificates.
- Contact details for at least three (03) professional references familiar with the candidate’s relevant work.

Applications shall be submitted electronically no later than 17.00 PM on 11th September 2026 to the following e-mail address: sisnerikvwsmb@gmail.com. Only complete applications received by the deadline will be considered.

¹ The World Bank Procurement Regulations can be accessed via this [link](#).





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