
**REQUEST FOR EXPRESSIONS OF INTEREST
ADVERTISEMENT
(INDIVIDUAL CONSULTANT)
COUNTRY: RWANDA**

- 1. Program: Rwanda Sustainable Water Supply and Sanitation Program**
- 2. Position Individual Consultant to conduct a Resettlement Action Plan (RAP) Completion Audit for completed RSWSSP projects (Initial and Additional Financing)**
- 3. Sector: Water and Sanitation**
- 4. Employer: WASAC Development Ltd**
- 5. Finance agreement reference: 2000200001851**
- 6. Project ID NO: P-RW-E00-011**
- 7. Context:** Through the Government of the Republic of Rwanda, WASAC Development Ltd has received funds from the African Development Bank (AfDB), to finance the Rwanda Sustainable Water Supply and Sanitation Program (RSWSSP). Part of these funds is intended to cover eligible payments for the recruitment of an individual consultant to conduct a Resettlement Action Plan (RAP) Completion Audit for completed RSWSSP projects in accordance with applicable African Development Bank and Rwanda's Environmental and Social Safeguards requirements.
- 8. The Assignment:** The objective of the consultancy services is to conduct a comprehensive compliance audit of the Resettlement Action Plan (RAP) implemented for completed water supply and sanitation projects under Rwanda Sustainable Water Supply and Sanitation Program, ensuring compliance with Rwandan laws and international standards such as the African Development Bank and World Bank Environmental and Social Standards (ESS5). The audit will assess the adequacy of compensation, effectiveness of resettlement activities, and the overall social and economic impact on PAPs, verifying that affected persons were compensated fairly and adequately, identifying gaps and recommending corrective actions to improve outcomes.
- 9. WASAC Development,** now invites interested candidates (Individual Consultants) to apply and indicate interest in providing these services. Interested Individual Consultant must provide information indicating that he/ she is qualified and has relevant experience to perform the services (detailed CVs, academic and professional qualifications, relevant copies of academic degrees and other certificates, description of experience in similar assignments, etc.).
- 10. Eligibility criteria, establishment of the short-list and the selection procedure shall be in accordance with the African Development Bank's "Procurement Policy for Bank Group Funded Operations" dated October 2015,** which is available on the Bank's website at <http://www.afdb.org>. The Individual Consultant will be selected on the basis of his/ her relevant experience, qualifications, and capability to carry out the assignment. Please note



that interest expressed by an Individual Consultant does not imply any obligation on the part of the WASAC Development Ltd to include him/ her on the shortlist.

11. Qualification requirements:

The selected Consultant should meet the following minimum requirements:

- A minimum of Master's degree in Development studies, Business administration, Sustainable Development or Social Sciences or related field;
- Having at least ten (10) years of general experiences and six (6) years of relevant professional experience in RAP evaluation/audit/monitoring of multi- stakeholders' projects;
- Having conducted similar assignments in public, private institutions or non-governmental organizations;
- Sound knowledge on national, regional and global resettlement legal, policies and best practices frameworks;
- Proven professional experience with track record on gender equality and women empowerment;
- Proven experience of working with donor funded projects (AfDB, Word bank, etc.);
- Proven experience in conducting RAP audit assessments;;
- Proven experience in collecting qualitative and quantitative data with focus on conducting interviews and focus group discussions;
- Use of Microsoft Word, Excel and Power Point;
- Excellent writing skills in English;
- Excellent communication skills with a good command in English and Kinyarwanda. Skills in French will be considered as an added advantage.
- Self-starter and capable of working under pressure

The applicant should provide:

- (i) Full time contact mail address and mobile phone numbers,
- (ii) Contact details of his/her Clients/Employers in the last 5 years including good completion certificates and,
- (iii) Names of three referees and their contact email addresses including mobile telephone numbers

12. Remuneration: The consultant will be remunerated through a negotiated lump sum including fees and reimbursable expenses.



13. Interested Individual Consultants may obtain further information at the following address during office hours [9-15 GMT] or by e-mail:

WASAC Development Ltd
P.O Box 2331 Kigali,
KN4 Av 8, CENTENARY HOUSE, Nyarugenge District,
Kigali Rwanda
E-mail: dprocurement@wasac.rw

14. Written Expressions of Interest together with the CVs, copies of degrees and relevant certificates must be delivered in a sealed envelope clearly marked: **"Individual Consultant to conduct a Resettlement Action Plan (RAP) Completion Audit for completed RSWSSP projects"** or could be submitted in one file by e-mail to the address above by no later than **02/ 03 / 2026 at 3:00 PM (GMT)**.


Dr Asaph Kabaasha
Chief Executive Officer
WASAC Group





TERMS OF REFERENCE FOR THE CONSULTANCY SERVICES TO CONDUCT THE RESETTLEMENT ACTION PLAN (RAP) AUDIT ON COMPLETED PROJECTS OF RSWSSP (INITIAL AND ADDITIONAL FINANCING).

1. BACKGROUND

The Government of Rwanda, recognizing the key role of Water and Sanitation in the protection of public health, socio-economic development and gender empowerment, has committed itself to achieving targets in water supply and sanitation, with the vision to attain 100% of these services' coverage. It is in this regards that the government of Rwanda continue to mobilize funds to extend this sector.

The Government of Rwanda is implementing a Water Supply and Sanitation Projects to improve access to clean water and sanitation services Projects under Rwanda Sustainable Water Supply and Sanitation Programme (RSWSSP) funded by African Development Bank. The RAP Audit on completed projects of RSWSSP is only for AFDB financed operations which cover Category1 projects of both, the Initial Financing and the Additional Financing of the said programme. The list of these completed projects as of May 2025 and their respective locations is attached to these terms of reference. These projects involve infrastructure development that has required the Environmental and Social Safeguards Instruments, including RAP. To align with national laws and international standards, ESIA and a Resettlement Action Plan (RAP) were developed and implemented for each project. The RAP Audit on completed projects of RSWSSP is now necessary to assess the main E&S obligations in the financing agreement and compliance with relevant national environmental and social requirements.

2. OBJECTIVE OF THE CONSULTANCY

The objective of the consultancy is to conduct a comprehensive audit of the Resettlement Action Plan (RAP) implementation on completed projects of the Rwanda Sustainable Water Supply and Sanitation Program (RSWSSP) (initial and additional financing), ensuring compliance with Rwandan laws and international standards such as the African Development Bank Integrated Safeguard System (ISS). The RAP audit will assess the adequacy of compensation, effectiveness, of resettlement activities, and the overall social and economic impact on PAPs, verifying that affected persons were compensated fairly and adequately, identifying gaps and recommending corrective actions to improve outcomes.

3. SCOPE OF WORK

The consultant is expected to carry out the following tasks:

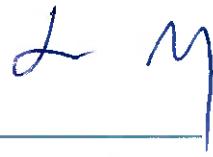
1. Review relevant projects documents including the RAPs, compensation records legal frameworks, policies and international guidelines applicable to resettlement action plan.
2. Analyze the original RAP documents, including their objectives, methodologies, and compliance frameworks.
3. Assess the RAP implementation procedures and identify areas of blockage and propose ways of improvement.
4. Examine reports and records on compensation, resettlement, and grievance redress mechanisms.
5. Conduct site visits to evaluate the implementation of resettlement activities.
6. Verify the adequacy and fairness of compensation provided to PAPs.
7. Assess the functionality and effectiveness of grievance redress mechanisms.

8. Engage with PAPs, local authorities, project implementation units, and other stakeholders to gather feedback on the resettlement process.
9. Document concerns, suggestions, and lessons learned from stakeholders.
10. Assess the social and economic impacts of the resettlement activities on PAPs, including changes in livelihood and access to services.
11. Evaluate compliance with the RAP's stated objectives and adherence to applicable laws and standards, especially with the ISS of AfDB.
12. Identify gaps, challenges, and best practices in the implementation of RAPs by WASAC to address identified weaknesses in future.
13. Provide actionable recommendations for addressing identified gaps and improving future RAP implementations.
14. Suggest measures to enhance stakeholder engagement, monitoring, and grievance resolution mechanisms.

4. DELIVERABLES

The consultant will be required to deliver the following:

1. **Inception Report:** A detailed work plan and methodology for conducting the RAP audit.
2. **Interim Audit Report:** Preliminary findings and feedback from field visits and stakeholder consultations.
3. **Draft RAP audit report:** Outlining findings, compliance gaps and preliminary recommendations.
4. **Final RAP Audit Report:** A comprehensive report detailing compliance, effectiveness, gaps, and recommendations.
5. **Presentation and Validation of the report:** A concise summary of key findings and actionable recommendations for stakeholders



5. DURATION OF THE ASSIGNMENT

The Consultant will sign a contract for a period of 12 months renewable with the possibility of extension subject to needs, satisfactory performance of the consultant and availability of funds.

6. QUALIFICATIONS AND EXPERIENCE

The individual consultant must meet the following qualifications:

- A minimum of master's degree in social science studies, Development studies, Business administration or Sustainable Development or related field.
- Having at least ten (10) years of general experience and six (6) years of relevant professional experience in RAP evaluation/audit/ monitoring of multi- stakeholders' projects.
- Having conducted similar assignments in public, private institutions or non-government organizations
- Sound knowledge on national, regional and global resettlement legal, policies and best practices frameworks.
- Proven professional experience with track record on gender equality and women empowerment
- Proven experience of working with donor funded projects (AfDB, Word Bank, etc.)
- Proven experience in conducting RAP audit assessments.
- Proven experience in collecting qualitative and quantitative data with a focus on conducting interviews and focus group discussions.
- Use of Microsoft word and excel and power point.
- Excellent writing skills in English.
- Excellent communication skills with a good command in English and Kinyarwanda.
- Self-starter and capable of working under pressure

7. REPORTING AND SUPERVISION

The consultant will report to WASAC Development Ltd through SPIU Coordinator who will oversee the assignment and provide necessary support, including access to projects documents and stakeholders' engagement. Regular progress updates will be required throughout the consultancy period. The RAP audit on completed projects of the RSWSSP will also be reviewed and cleared up by AFDB.

8. BUDGET AND PAYMENT TERMS

The payment schedule will be milestone-based as follows:

- ✓ 20% upon submission and approval of the Inception Report.
- ✓ 40% upon submission of the Draft Audit Report.
- ✓ 40% upon submission and approval of the Final Audit Report.

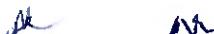
9. EVALUATION CRITERIA

Evaluation of the above qualifications and experience will be done based on the following criteria and scores:

Nr	Required qualification/experience	Score
1.	Education qualification A minimum of master's degree in social science studies, Development studies, Business administration studies or Sustainable Development studies or related field. Valid work certificates on similar related activities	30 %
2.	Clear methodology and work plan	30%









Nr	Required qualification/experience	Score
	<p>Adequacy for the assignment (described in the ToRs)</p> <p>Having at least ten (10) years of general experience and at least (6) years of relevant professional experience in similar activities.</p> <p>Proven experience in RAP audit: at least 3 assignments.</p> <p>Proven experience of conducting RAP audit for AfDB funded projects or other financiers such as Word bank for at least 3 projects.</p> <p>Proven experience collecting quantitative and qualitative data especially from citizens for multi-stakeholders' projects in nature</p>	20%
3.	Language capacity (English and Kinyarwanda)	15%
4.	Experience with International donor agencies funded projects in the region (East Africa)	5%
	Total weight	100%

10. SUBMISSION OF PROPOSALS

Interested candidates are required to apply to the under mentioned address not later than **02/ 03 / 2026 at 3:00 PM (GMT)**. The applications should be accompanied by their CVs, copies of degrees and relevant certificates and could be submitted in one file by e-mail dprocurement@wasac.rw.

The applicant should provide:

- i. Full-time contact mail address and mobile phone numbers;
- ii. Contact details of his/her Clients/Employees in the last 5 years and
- iii. Certificates of good completion of similar assignments (RAP audit)
- iv. Copies of National Identity Cards (IDs) or passports.
- v. Names and addresses of at least three Referees

Annex: LIST OF PROJECTS TO BE COVERED DURING THE RAP AUDIT OF COMPLETED PROJECTS AND THEIR LOCATIONS

Rwanda Sustainable Water Supply and Sanitation Program (RSWSSP) - Initial and Additional Financing.

No	Projects	Location
1	Design, Rehabilitation, upgrading and Extension of Water Supply Network in Kigali and Sub-urban areas	City of Kigali, Kamonyi, Bugesera, Rwamagana and Rulindo Districts
2	Construction of GIHIRA II Water Treatment Plant and Rehabilitation of the existing GIHIRA Water Treatment Plant.	Rubavu District
3	Design, Rehabilitation, Upgrading and Extension of water supply network in RUBAVU City and Sub-urban areas	Rubavu and Nyabihu Districts
4	Design, Rehabilitation, Upgrading and Extension of water supply network in MUSANZE City and Sub-urban areas	Musanze and Gakenke Districts
5	Design, Rehabilitation, Upgrading and Extension of water supply network in NYAGATARE City and Sub-urban areas	Nyagatare, Gastibo and Kayonza
6	Design, Rehabilitation, Upgrading and Extension of water supply network in MUHANGA City and Sub-urban areas	Muhanga, Ruhango and Nyanza Districts
7	Design, Rehabilitation, Upgrading and Extension of water supply network in HUYE and Sub-urban areas	Huye, Gisagara and Nyanza Districts
8	Design, Rehabilitation, Upgrading and Extension of water supply network in RUSIZI City and Sub-urban areas	Rusizi and Nyamasheke District
9	Construction of NGORORERO Water supply system	Ngororero District
10	Construction of Sake Water Supply System, Phase I	Ngoma District

