

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

1. Program: **Rwanda Transformative and Sustainable Water and Sanitation Program (RTSWSP)**
2. Position: **Civil Engineering Expert of WASAC Group on the Implementation of RTSWSP**
3. Sector: **Water and Sanitation**
4. Employer: **WASAC Group Ltd**
5. Finance agreement reference: **5050300002251 & 2000300000902**
6. Project ID NO: **P-RW-E00-014**
  
7. **Context:** Through the Government of the Republic of Rwanda, WASAC Group has received funds from the African Development Bank (AfDB) and Africa Growing Together Fund (AGTF via AfDB) to finance the Rwanda Transformative and Sustainable Water and Sanitation Program (RTSWSP). Part of these funds is intended to cover eligible payments for the recruitment of Civil Engineering Expert to provide technical assistance and capacity building to WASAC staff.
  
8. **The Assignment:** The objective of the consultancy services is:
  - (i) Ensuring successful technical delivery of pipeline and sewer networks for water and sanitation infrastructure projects by working collaboratively within an environment of multiple contractors, supervisors, and stakeholders.
  - (ii) Developing a review and approval process of detail design and construction drawings, specifications, and technical reports.
  - (iii) Develop a quality assurance process, perform quality control, and ensure adherence to quality standards in work produced.
  - (iv) Review and recommend for approval of outline/detailed design, construction drawings and technical reports of water and sanitation projects in accordance with relevant design standards and codes.
  - (v) Contractors and supervisors' management to achieve design and construction of sustainable technical solutions in the delivery of water and sanitation infrastructure, including liaison other technical and non-technical stakeholders.
  - (vi) Engagement with design/build contractors for the development of innovative engineering design and construction solutions.
  - (vii) Mentor and train WASAC staff in developing and improving technical knowledge and understanding in water and sanitation infrastructure design and construction.
  - (viii) Health and Safety management.
  - (ix) Developing risk assessment processes and procedures.
  - (x) Development of WASAC's Technical Specifications and Design Criteria for water supply and Sanitation Systems



(xi) Developing procedure manuals for engineering delivery and operation of water and sanitation systems networks

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.). The detailed Terms of Reference can be found at WASAC's website <https://www.wasac.rw> and at Bank's website <https://www.afdb.org>.

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 based on his/ her relevant experience, qualifications, and ability to carry out the assignment. Please note that interest expressed by an Individual Consultant does not imply any obligation on the part of WASAC Development Ltd to include him/ her in the shortlist.

#### 11. Qualification requirements:

The selected Consultant should meet the following minimum requirements:

(i) Master's Degree in Civil Engineering or Water Engineering with BSc degree in Civil Engineering.

(ii) At least twelve (12) years of relevant experience in civil engineering projects, with six (6) years working in engineering design as a Civil Engineering Expert in water/sanitation projects technical professional activities.

(iii) Demonstrable experience of at least three (3) projects in implementation of Water or Sanitation Engineering Construction projects as Civil Engineering Expert. Civil engineering experience in delivering water/sanitation network infrastructure projects in cities is desirable.

(iv) Highly motivated and with a strong desire to promote technical excellence within project teams.

(v) Demonstrable experience of working with design and build projects to deliver the implementation of engineering solutions.

(vi) Have excellent written and verbal skills in English (with French is an added advantage) when communicating with stakeholders including technical and non-technical parties. Education background should be English-based program.

(vii) Have up to date knowledge of current design and construction best practice, standards and specifications relating to Civil and Water/Sanitation Engineering.

(viii) Appreciation of applicable statutory consents, permits, planning assessments and approvals and familiarity with utility infrastructure delivery in relation to applicable legislation requirements.

(ix) Flexible approach to work including regular construction site visits.

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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;
- (iii) Names of three referees and their contact mail addresses including mobile/cell telephone numbers;
- (iv) Copies of National Identity Cards (IDs) or passports.

**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](mailto: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: "**Civil Engineering Expert of WASAC Group on the implementation of RTSWSP**" or could be submitted in one file by e-mail to the address above by no later than **04/02/2026 at 3:00 PM (GMT)**.

  
Dr. Asaph KABAASHA  
Chief Executive Officer  
WASAC Group



The seal is circular with a blue ink impression. It features a central emblem with a hand holding a water droplet over a stylized sun or flame. The text "WATER & SANITATION CORPORATION" is written in a circular arc at the top, and "WASAC GROUP LTD" is at the bottom. There are small decorative stars on the left and right sides.

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## TERMS OF REFERENCE

### **TERMS OF REFERENCE FOR RECRUITMENT OF "CIVIL ENGINEERING EXPERT"**

#### **i. BACKGROUND**

The Water and Sanitation Corporation (WASAC) Group of Rwanda is the entity setup to manage all water and sanitation services in Rwanda. WASAC has obtained funds from the African Development Bank (AFDB), Africa Growing Together Fund (AGTF via AfDB) and Government of Rwanda (GoR) to finance the implementation of Rwanda Transformative and Sustainable Water Supply and Sanitation Program (RTSWSSP). Part of these funds is intended to cover eligible payments for the recruitment of Civil Engineering Expert to provide technical assistance and capacity building to WASAC staff.

It is in this regard that WASAC Group seeks the services for a **Civil Engineering Expert** to support and build the capacity of WASAC staff in preparation, designing and execution of large-scale water supply and sanitation projects.

#### **ii. DUTIES AND RESPONSIBILITIES**

The technical assistance and capacity building will include but not limited to:

- (i) Ensuring successful technical delivery of pipeline and sewer networks for water and sanitation infrastructure projects by working collaboratively within an environment of multiple contractors, supervisors and stakeholders.
- (ii) Developing a review and approval process of detail design and construction drawings, specifications and technical reports.
- (iii) Develop a quality assurance process, perform quality control, and ensure adherence to quality standards in work produced.
- (iv) Review and recommend for approval of outline/detailed design, construction drawings and technical reports of water and sanitation projects in accordance with relevant design standards and codes.
- (v) Contractors and supervisors management to achieve design and construction of sustainable technical solutions in the delivery of water and sanitation infrastructure, including liaison other technical and non-technical stakeholders.
- (vi) Engagement with design/build contractors for the development of innovative engineering design and construction solutions.
- (vii) Mentor and train WASAC staff in developing and improving technical knowledge and understanding in water and sanitation infrastructure design and construction.
- (viii) Health and Safety management.
- (ix) Developing risk assessment processes and procedures.
- (x) Development of WASAC's Technical Specifications and Design Criteria for water supply and Sanitation Systems
- (xi) Developing procedure manuals for engineering delivery and operation of water and sanitation systems networks

#### **iii. DURATION OF THE ASSIGNMENT**

The assignment will be for a period of Two (2) years with possibility of extension subject to availability of funds and satisfactory performance of the assignment.

#### iv. QUALIFICATION AND EXPERIENCE

- (i) Master's Degree in Civil Engineering or Water Engineering with BSc degree in Civil Engineering.
- (ii) At least twelve (12) years of relevant experience in civil engineering projects, with six (6) years working in engineering design as a Civil Engineering Expert in water/sanitation projects technical professional activities.
- (iii) Demonstrable experience of at least three (3) projects in implementation of Water or Sanitation Engineering Construction projects as Civil Engineering Expert. Civil engineering experience in delivering water/sanitation network infrastructure projects in cities is desirable.
- (iv) Highly motivated and with a strong desire to promote technical excellence within project teams.
- (v) Demonstrable experience of working with design and build projects to deliver the implementation of engineering solutions.
- (vi) Have excellent written and verbal skills in English (with French is an added advantage) when communicating with stakeholders including technical and non-technical parties. Education background should be English-based program.
- (vii) Have up to date knowledge of current design and construction best practice, standards and specifications relating to Civil and Water/Sanitation Engineering.
- (viii) Appreciation of applicable statutory consents, permits, planning assessments and approvals and familiarity with utility infrastructure delivery in relation to applicable legislation requirements.
- (ix) Flexible approach to work including regular construction site visits.

**Note: Proof of experience (Certificate of completion) to be accepted is the one executed within the last ten (10) years.**

#### v. EVALUATION CRITERIA

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

a.	<b>Educational qualification:</b> <ul style="list-style-type: none"> <li>- Master's Degree in Civil Engineering or Water Engineering with BSc degree in Civil Engineering.</li> </ul>	30%
b.	<b>Adequacy for the assignment (described in the ToR):</b> <ul style="list-style-type: none"> <li>(i) At least twelve (12) years of relevant experience in civil engineering projects, with six (6) years working in engineering design as a Civil Engineering Expert in water/sanitation projects technical professional activities.</li> <li>(ii) Demonstrable experience of at least three (3) projects in implementation of Water or Sanitation Engineering Construction projects as Civil Engineering Expert. Civil engineering experience in delivering water/sanitation network infrastructure projects in cities is desirable.</li> </ul>	60%



	(iii) Demonstrable experience of working with design and build project to deliver the implementation of engineering solutions.	
c.	Language capacity	5%
d.	Experience with International donor agencies funded projects in the region	5%
	<b>Total weight</b>	<b>100%</b>

#### vi. MODE OF APPLICATION AND APPLICATION DEADLINE

Interested candidates are required to apply to the under mentioned address **not later than 04/02/2026 at 3:00 PM (GMT)**. The applications should be accompanied by their CVs and copies of academic, professional, and working certificates to demonstrate the suitability of the candidate, through an envelope bearing the title "**Civil Engineering Expert**" forwarded to the address below or could be submitted in one file by e-mail indicated below:

**Attn: WASAC Group**  
**To Chief Executive Officer**  
**P.O Box 2331 Kigali,**  
**KN4 Av 8, CENTENARY HOUSE, Nyarugenge District,**  
**Kigali Rwanda**  
**E-mail: [dprocurement@wasac.rw](mailto: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) Names of three referees and their contact mail addresses including mobile/cell telephone numbers.
- (iv) Copies of National Identity Cards (IDs) or passports