



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

1. Program: **Rwanda Transformative and Sustainable Water and Sanitation Program (RTSWSP)**
2. Position: **Electro-Mechanical Engineering Expert of WASAC Group on The Implementation of RTSWSP**
3. Sector: **Water and Sanitation**
4. Employer: **WASAC Group**
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 implementation of Rwanda Transformative and Sustainable Water and Sanitation Program (RTSWSP). Part of these funds is intended to cover eligible payments for the recruitment of an Electro-Mechanical Engineering Expert to provide technical assistance in the program implementation and capacity building to WASAC staff.
8. **The Assignment:** The objective of the consultancy services is:
  - (i) Ensure successful technical delivery of electro-mechanical components for water supply and sanitation infrastructure projects, including a review of equipment specifications, plant operation and maintenance schedules, plant access, operational risk assessments, control philosophies, process flow diagrams and commissioning strategies,
  - (ii) Lead in the technical assessment, evaluation, and approval of supplier equipment,
  - (iii) Develop strategies and guidelines of risk assessment in operation and maintenance of electro-mechanical plants,
  - (iv) Liaise with and provide technical advice/support to Project Managers and WASAC Management,
  - (v) Conduct final review and approval of design/construction electro-mechanical plant drawings and technical reports,
  - (vi) Liaise with contractors and supervisors to achieve design and construction of sustainable technical solutions of electro-mechanical plants in the delivery of water and sanitation infrastructure,
  - (vii) Provide technical lead in the engagement with design/build contractors for the development of innovative engineering design and construction solutions of electro-mechanical plants,





- (viii) Lead in the development of process and instrumentation diagrams and control strategies of water supply and sanitation electro-mechanical plants,
- (ix) Mentor and train WASAC staff in developing and improving technical knowledge and understanding of electro-mechanical plant design and operation,
- (x) Develop and apply proactive Health and Safety,
- (xi) Provide expert technical guidance in the development of WASAC's Technical Specifications and Standards for engineering delivery and operation of electro-mechanical plants as shall be needed.

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:

- Master's degree in Electromechanical or electrical Engineering (*upon presentation of academic Degrees*).
- He/she shall have at least twelve (12) years of general experience,
- He/she shall have at least six (6) years of specific expertise and full-time demonstrated experience in electro-mechanical and automation installations of water and/or sanitation equipment. Having knowledge of SCADA functionality is an added advantage.
- Having up to date knowledge of current design and construction best practice, standards and specifications relating to electromechanical engineering as applied to the Water/Sanitation sector proven by completion certificates (at least three (3) projects executed within the last ten (10) years).
- Having actively participated in detailed studies (designs) of at least two (2) water/sanitation pumping stations and/or two (2) water/ wastewater treatment plants, as an electromechanical expert.





- Having actively participated in at least one (1) design and build project to deliver electro-mechanical solutions.
- Highly motivated and with a strong desire to promote technical excellence within project teams.
- 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.
- Flexible approach to work including occasional to regular construction site visits.

The applicant should provide:

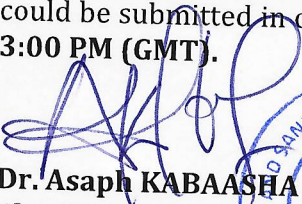
- (i) Full time contact mail address and mobile phone numbers;
- (ii) Contact details of his/her Clients/Employees in the last 5 years;
- (iii) Names of three referees and their contact mail addresses including mobile/cell telephone numbers;
- (iv) Copies of National Identity Cards (IDs) or passports.

**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 Group  
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: **"ELECTRO-MECHANICAL ENGINEERING EXPERT of WASAC Group on the implementation of RTSWSP Projects"** 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





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## TERMS OF REFERENCE

### **TERMS OF REFERENCE FOR RECRUITMENT OF "ELECTRO-MECHANICAL 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 received funds from the African Development Bank (AfDB) and Africa Growing Together Fund (AGTF via AfDB) and Government of Rwanda (GoR) to finance the Rwanda Transformative and Sustainable Water Supply and Sanitation Program (RTSWSSP). Part of the financing is intended to cover eligible payments for the recruitment of an Electro-Mechanical Engineering Expert to provide technical assistance in the program implementation and capacity building to WASAC staff.

It is in this regard that WASAC seeks the services for an **Electro-Mechanical 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) Ensure successful technical delivery of electro-mechanical components for water supply and sanitation infrastructure projects, including a review of equipment specifications, plant operation and maintenance schedules, plant access, operational risk assessments, control philosophies, process flow diagrams and commissioning strategies,
- (ii) Lead in the technical assessment, evaluation and approval of supplier equipment,
- (iii) Develop strategies and guidelines of risk assessment in operation and maintenance of electro-mechanical plants,
- (iv) Liaise with and provide technical advice/support to Project Managers and WASAC Management,
- (v) Conduct final review and approval of design/construction electro-mechanical plant drawings and technical reports,
- (vi) Liaise with contractors and supervisors to achieve design and construction of sustainable technical solutions of electro-mechanical plants in the delivery of water and sanitation infrastructure,
- (vii) Provide technical lead in the engagement with design/build contractors for the development of innovative engineering design and construction solutions of electro-mechanical plants,
- (viii) Lead in the development of process and instrumentation diagrams and control strategies of water supply and sanitation electro-mechanical plants,
- (ix) Mentor and train WASAC staff in developing and improving technical knowledge and understanding of electro-mechanical plant design and operation,
- (x) Develop and apply proactive Health and Safety,



- (xi) Provide expert technical guidance in the development of WASAC's Technical Specifications and Standards for engineering delivery and operation of electro-mechanical plants as shall be needed.

### 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 REQUIREMENTS

- Master's degree in Electromechanical or electrical Engineering (*upon presentation of academic Degrees*);
- He/she shall have at least twelve (12) years of general experience,
- He/she shall have at least six (6) years of specific expertise and full-time demonstrated experience in electro-mechanical and automation installations of water and/or sanitation equipment. Having knowledge of SCADA functionality is an added advantage.
- Having up to date knowledge of current design and construction best practice, standards and specifications relating to electromechanical engineering as applied to the Water/Sanitation sector proven by completion certificates (at least three (3) projects executed within the last ten (10) years);
- Having actively participated in detailed studies (designs) of at least two (2) water/sanitation pumping stations and/or two (2) water/ wastewater treatment plants, as an electromechanical expert,
- Having actively participated in at least one (1) design and build project to deliver electro-mechanical solutions.
- Highly motivated and with a strong desire to promote technical excellence within project teams.
- 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.
- Flexible approach to work including occasional to 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>Education qualification</b> - Master's degree in Electromechanical or electrical Engineering;	30%
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b.	<p><i>Adequacy for the assignment</i></p> <ul style="list-style-type: none"> <li>• He/she shall have at least twelve (12) years of general experience,</li> <li>• He/she shall have at least six (6) years of specific expertise and full-time demonstrated experience in electro-mechanical and automation installations of water and/or sanitation equipment. Having knowledge of SCADA functionality is an added advantage.</li> <li>• Having up to date knowledge of current design and construction best practice, standards and specifications relating to electromechanical engineering as applied to the Water/Sanitation sector proven by completion certificates (at least three (3) projects executed within the last ten (10) years);</li> <li>• Having actively participated in detailed studies (designs) of at least two (2) water/sanitation pumping stations and/or two (2) water/ wastewater treatment plants, as an electromechanical expert,</li> <li>• Having actively participated in at least one (1) design and build project to deliver electro-mechanical solutions.</li> </ul>	60%
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 no later than **04/02/2026**. The applications should be accompanied by their CVs and copies of academic, professional, and working certificates with the envelope or through email bearing the title **"Electro-Mechanical Engineering Expert"** forwarded to the address 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:

- Full time contact mail address and mobile phone numbers,
- Contact details of his/her Clients/Employees in the last 5 years and,
- Names of three referees and their contact mail addresses including mobile/cell telephone numbers.
- Copies of National Identity Cards (IDs) or passports.