



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

1. Program: **Rwanda Transformative and Sustainable Water and Sanitation Program (RTSWSP)**
2. Position: **Sanitation 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 a Sanitation 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) Ensuring successful technical and organisational delivery of centralized, semi-centralised, on-site sanitation and solid waste management 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, technical and organisational 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 sanitation projects in accordance with relevant design standards and codes,
  - (v) Review and recommend for approval of concept/detailed design, manuals, regulations, and operational procedures for centralised, semi-centralised and on-site sanitation service chains from household, via emptying and transport to treatment and re-use (or safe disposal) of human excreta and solid waste,
  - (vi) Contractors' and supervisors' management to achieve design and construction of sustainable technical solutions in the delivery of sanitation services, including liaison with other technical and non-technical stakeholders,
  - (vii) Engagement with designers, contractors and (public) stakeholders for the development of innovative design, construction, and management solutions,
  - (viii) Mentor and train WASAC staff in developing and improving technical knowledge and understanding in sanitation infrastructure design, construction, and organisation,



- (ix) Develop and apply Health and Safety management,
- (x) Developing risk assessment processes and procedures,
- (xi) Development of WASAC's Technical Specifications, Design Criteria and O&M manuals for sustainable centralised, semi-centralised, on-site Sanitation and Solid Waste Management Systems.

9. WASAC Group 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.

2

## 11. Qualification requirements:

The selected Consultant should meet the following minimum requirements:

- Master's degree in sanitary engineering, environmental engineering or civil 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 sanitation projects (such as wastewater treatment plants, wastewater pumping stations, sewerage systems, faecal sludge treatment plants, solid waste management);
- Having actively participated in detailed studies (designs) of at least two (2) sanitation projects such as wastewater treatment plants, wastewater pumping stations, sewerage systems as sanitary expert;
- Having actively participated in construction of at least two (2) sanitation projects such as wastewater treatment plants, wastewater pumping stations, sewerage systems and other related sanitation installations contracted by a construction company, as sanitary expert;
- Having actively participated in at least one (1) design and build project to deliver sanitation solutions, as sanitary expert. Having knowledge of SCADA functionality is an added advantage.
- Having participated in at least one (1) design and build project of solid waste management.
- 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.





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- 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: "**SANITATION 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)**.

3

Dr. Asaph KABAASHA  
Chief Executive Officer  
WASAC Group





## TERMS OF REFERENCE

### **TERMS OF REFERENCE FOR RECRUITMENT OF SANITATION 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 implementation of Rwanda Transformative and Sustainable Water Supply and Sanitation Program (RTSWSSP). Part of the financing is intended to cover eligible payments for the recruitment of a Sanitation 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 a **Sanitation Expert** to support and build the capacity of WASAC staff in preparation, designing and execution of sanitation projects (including but not limited to: centralized sewerage system, semi-centralized sewerage systems, on-site sanitation and solid waste management projects) under the program.

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

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

- (i) Ensuring successful technical and organisational delivery of centralized, semi-centralised, on-site sanitation and solid waste management 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, technical and organisational 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 sanitation projects in accordance with relevant design standards and codes,
- (v) Review and recommend for approval of concept/detailed design, manuals, regulations and operational procedures for centralised, semi-centralised and on-site sanitation service chains from household, via emptying and transport to treatment and re-use (or safe disposal) of human excreta and solid waste,
- (vi) Contractors' and supervisors' management to achieve design and construction of sustainable technical solutions in the delivery of sanitation services, including liaison with other technical and non-technical stakeholders,
- (vii) Engagement with designers, contractors and (public) stakeholders for the development of innovative design, construction and management solutions,
- (viii) Mentor and train WASAC staff in developing and improving technical knowledge and understanding in sanitation infrastructure design, construction and organisation,
- (ix) Develop and apply Health and Safety management,
- (x) Developing risk assessment processes and procedures,





(xi) Development of WASAC's Technical Specifications, Design Criteria and O&M manuals for sustainable centralised, semi-centralised, on-site Sanitation and Solid Waste Management Systems.

**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 sanitary engineering, environmental engineering or civil 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 sanitation projects (such as wastewater treatment plants, wastewater pumping stations, sewerage systems, faecal sludge treatment plants, solid waste management);
- Having actively participated in detailed studies (designs) of at least two (2) sanitation projects such as wastewater treatment plants, wastewater pumping stations, sewerage systems as sanitary expert;
- Having actively participated in construction of at least two (2) sanitation projects such as wastewater treatment plants, wastewater pumping stations, sewerage systems and other related sanitation installations contracted by a construction company, as sanitary expert;
- Having actively participated in at least one (1) design and build project to deliver sanitation solutions, as sanitary expert. Having knowledge of SCADA functionality is an added advantage.
- Having participated in at least one (1) design and build project of solid waste management;
- 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.	<i>Education qualification</i> - Master's degree in sanitary engineering, environmental engineering or civil engineering;	30%
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b.	<i>Adequacy for the assignment</i> <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 sanitation projects (such as waste water treatment plants, waste water pumping stations, sewerage systems, faecal sludge treatment plants, solid waste management);</li> <li>- Having actively participated in detailed studies (designs) of at least two (2) sanitation projects such as waste water treatment plants, waste water pumping stations, sewerage systems as sanitary expert;</li> <li>- Having actively participated in construction of at least two (2) sanitation projects such as waste water treatment plants, waste water pumping stations, sewerage systems and other related sanitation installations contracted by a construction company, as sanitary expert;</li> <li>- Having actively participated in at least one (1) design and build project to deliver sanitation solutions, as sanitary expert. Having knowledge of SCADA functionality is an added advantage.</li> <li>- Having participated in at least one (1) design and build project of solid waste management;</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 through the envelope or through email bearing the title **"Sanitation 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:

- (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.

