



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

1. Program: **Rwanda Transformative and Sustainable Water and Sanitation Program (RTSWSP)**
2. Position: **Water Treatment Process 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 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 Water Treatment Process 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) Developing and implementing processes and procedures for designs, execution and management of water and wastewater treatment plants,
  - (ii) Develop Water Treatment Plant (WTP) and Wastewater Treatment Plant (WWTP) HAZOP strategies and develop processes to foster a culture of risk assessment in plant operation and maintenance.
  - (iii) Liaise with and provide technical advice/support to Project Engineers and Managers and WASAC Management in planning, implementation and operationalization of water and wastewater treatment plants,
  - (iv) Ensure the effective design and construction of water and wastewater treatment plants in accordance with applicable standards and directives,
  - (v) Conduct review and approval of process and structural designs, construction drawings, technical specifications, and technical reports for treatment plants,
  - (vi) Liaise with contractors and supervisors to achieve design and construction of sustainable technical solutions for water and wastewater treatment plants,
  - (vii) Technical lead in the engagement with design/build contractors for the development of innovative engineering design and construction solutions of water and wastewater treatment plant processes,
  - (viii) Mentor and train WASAC staff in developing and improving technical knowledge and understanding of water and wastewater treatment plant process design and operation,







- (ix) Provide technical guidance in the development of WASAC's general technical Specifications and Standards for design, construction and operation of water and wastewater treatment plants.
  - (x) Monitor and ensure successful implementation of water and wastewater treatment plants projects, including reviewing and approving process design, plant specifications, plant operation and maintenance plans, operational risk assessments, process flow diagrams and commissioning strategies.
9. WASAC Development Ltd 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.

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#### 11. Qualification requirements:

The selected Consultant should meet the following minimum requirements:

- Master's degree in Chemical, Water Supply engineering or water treatment engineering with background in civil engineering or water resource engineering (*upon presentation of academic Degrees*).
- Have up to date knowledge of current design and construction best practice, standards and specifications relating to water and wastewater treatment process engineering as applied to the Water/Sanitation sector through completion certificates (at least three (3) certificates within the last ten (10) years).
- 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 treatment plant processes within the engineering design and construction projects, and in water laboratory equipment installations.
- Having actively participated in detailed studies (designs) of at least two (2) convectional water treatment plants projects with a capacity not less than 10,000 m<sup>3</sup>/day, as a water treatment process expert.
- Having actively participated in construction of at least two (2) water treatment plants projects with SCADA integrated, as a water treatment process expert;
- 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 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)

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**14.** Written Expressions of Interest together with the CVs, copies of degrees and relevant certificates must be delivered in a sealed envelope clearly marked: **"WATER TREATMENT PROCESS 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





## **TERMS OF REFERENCE FOR RECRUITMENT OF "WATER TREATMENT PROCESS 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 and Sanitation Program (RTSWSP). Part of the financing is intended to cover eligible payments for the recruitment of Water Treatment Process 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 **Water Treatment Process Expert** to support and build the capacity of WASAC staff in preparation, designing and execution of large-scale water supply projects.

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

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

- (i) Developing and implementing processes and procedures for designs, execution and management of water and wastewater treatment plants,
- (ii) Develop Water Treatment Plant (WTP) and Wastewater Treatment Plant (WWTP) HAZOP strategies and develop processes to foster a culture of risk assessment in plant operation and maintenance;
- (iii) Liaise with and provide technical advice/support to Project Engineers and Managers and WASAC Management in planning, implementation and operationalization of water and wastewater treatment plants,
- (iv) Ensure the effective design and construction of water and wastewater treatment plants in accordance with applicable standards and directives,
- (v) Conduct review and approval of process and structural designs, construction drawings, technical specifications and technical reports for treatment plants,
- (vi) Liaise with contractors and supervisors to achieve design and construction of sustainable technical solutions for water and wastewater treatment plants,
- (vii) Technical lead in the engagement with design/build contractors for the development of innovative engineering design and construction solutions of water and wastewater treatment plant processes,
- (viii) Mentor and train WASAC staff in developing and improving technical knowledge and understanding of water and wastewater treatment plant process design and operation,
- (ix) Provide technical guidance in the development of WASAC's general technical Specifications and Standards for design, construction and operation of water and wastewater treatment plants;
- (x) Monitor and ensure successful implementation of water and wastewater treatment plants projects, including reviewing and approving process design, plant specifications, plant operation and maintenance plans, operational risk assessments, process flow diagrams and commissioning strategies.



### iii. DURATION OF THE ASSIGNMENT

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

### iv. Duty station

Based at WASAC headquarters but with regular supervisory and site visits to WASAC projects.

### v. QUALIFICATION REQUIREMENTS

- Master's degree in Chemical, Water Supply engineering or water treatment engineering with background in civil engineering or water resource engineering (*upon presentation of academic Degrees*).
- Have up to date knowledge of current design and construction best practice, standards and specifications relating to water and wastewater treatment process engineering as applied to the Water/Sanitation sector through completion certificates (at least three (3) certificates within the last ten (10) years).
- 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 treatment plant processes within the engineering design and construction projects, and in water laboratory equipment installations.
- Having actively participated in detailed studies (designs) of at least two (2) convectional water treatment plants projects with a capacity not less than 10,000 m<sup>3</sup>/day, as a water treatment process expert;
- Having actively participated in construction of at least two (2) water treatment plants projects with SCADA integrated, as a water treatment process expert;
- 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.**

### vi. 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 Chemical, Water Supply engineering or water treatment engineering with background in civil engineering or water resource engineering.	30%
b.	<i>Adequacy for the assignment (described in the ToR)</i> - Have up to date knowledge of current design and construction best practice, standards and specifications relating to water and wastewater treatment process engineering as applied to the Water/Sanitation sector through completion certificates (at least three (3) certificates within the last ten (10) years).	60%





	<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 treatment plant processes within the engineering design and construction projects, and in water laboratory equipment installations.</li><li>- Having actively participated in detailed studies (designs) of at least two (2) convectional water treatment plants projects with a capacity not less than 10,000 m<sup>3</sup>/day, as a water treatment process expert;</li><li>- Having actively participated in construction of at least two (2) water treatment plants projects with SCADA integrated, as a water treatment process expert;</li></ul>	
c.	Language capacity	5%
d.	Experience with International Donor Agencies funded projects in the region	5%
	<b>Total weight</b>	<b>100%</b>

**vii. 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 **"Water Treatment Process 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;
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