



GOVERNMENT OF KHYBER PAKHTUNKHWA
KHYBER PAKHTUNKHWA CITIES IMPROVEMENT PROJECT (KPCIP)
LOCAL GOVERNMENT, ELECTIONS & RURAL DEVELOPMENT DEPARTMENT
KHYBER PAKHTUNKHWA, PESHAWAR



EXPRESSION OF INTEREST (EOI)

Hiring of Services of **PROJECT INCREMENTAL STAFF** for Project Management Unit & City Implementation Units
Khyber Pakhtunkhwa Cities Improvement Project, Local Government Elections & Rural Development Department (LGE&RDD)
Government of Khyber Pakhtunkhwa (GoKP)

Applications are invited from highly qualified and experienced individuals for the recruitment of **Project Incremental Staff** on contract basis initially for a period of one (1) year (extendable based on satisfactory performance) under the subject Project. Detailed Terms of Reference (TORs) for the positions can be downloaded from KPCIP website (<https://kpcip.org.pk>) under the link **Download/Publications**, ADB CMS (https://selfservice.adb.org/OA_HTML/jadb/adbpos/jsp/ADBCMSHomepage.jsp) as well as WSSCs websites. Interested/eligible candidates shall submit their complete EOI through **ADB's Consultant Management System (CMS)**.

PROJECT MANAGEMENT UNIT (PMU), PESHAWAR

Project Director

No of Position: 01

Qualification: Preferably Master's Degree in Urban Development / Architecture / Cities Development, Civil Engineering, Project Management, Development Studies. The candidates with Ph.D. in any of the above- mentioned field will have a competitive edge.

Experience: Preferably 18 years of experience in leadership role on a project; substantial experience in Project Management; demonstrated experience in donor funded projects and preferably 5 years of working experience in similar capacity. Preference will be given to the individual having broad based experience with Government Agencies and experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions.

Internal Auditor

No of Position: 01

Qualification: Preferably Qualified Accountant (ACMA/ACCA/Master in Business Administration), Certified Internal Auditor or Certification in Risk Management Assurance or equivalent qualification.

Experience: Preferably 12 years' experience in internal auditing / auditing profession. Conversant with the rules of AGP and GoKP, ADB and International Standards for internal auditing. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Technical

No of Position: 01

Qualification: Preferably Master's degree in Civil Engineering or in other related field of engineering such as City and Regional Planning, Urban Development, Environmental Engineering or equivalent qualification.

Experience: Preferably 12 years of relevant experience in large infrastructure projects. Experience in Water Supply, Wastewater, Urban Development, Solid Waste Management is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Compliance

No of Position: 01

Qualification: Preferably Master's degree in disciplines such as Economics, Business Administration, Public Administration, Social Sciences, Finance, Engineering or equivalent qualification.

Experience: Preferably 12 years of relevant Experience in large infrastructure projects. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Finance & Administration

No of Position: 01

Qualification: Preferably Master's degree in Economics, Finance, MBA Finance or equivalent qualification.

Experience: Preferably 12 years' experience in finance, HR, and Office Administration. Experience in setting up new accounting systems, book-keeping, computerized accounting systems is desirable. Experience in making improvements to financial systems, reporting to donors and good understanding of the laws of Pakistan and Khyber Pakhtunkhwa related to tax, insurance will be considered favourably along with experience in HR Policies and procedures & administration

Urban Planner

No of Position: 01

Qualification: Preferably Bachelor degree in Urban Development/Urban and Regional/Town Planning/Civil Engineering or equivalent. Master's Degree, or post-graduate degree in above mentioned discipline(s) or equivalent qualification will be considered favourably.

Experience: Preferably 10 years relevant experience in Urban / City & Regional Planning etc. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Solid Waste Management Specialist

No of Position: 01

Qualification: Preferably Masters' degree in Civil / Electrical / Mechanical / Environmental Engineering, or equivalent qualification.

Experience: Preferably 10 years' work experience in leading projects that require organization, implementation, and operations of municipal solid waste management systems design. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Community Liaison Specialist

No of Position: 01

Qualification: Preferably Masters' degree in Economics, Public Policy, Public Administration, Project management, Urban Planning and Governance Sector, Social Sciences, Development Studies or equivalent qualification.

Experience: Preferably 10 years' experience in the designing & implementation of community engagement campaigns. Demonstrated experience in engaging and mobilizing stakeholders and in capacity building interventions with a focus on community engagement. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Landscape Architect

No of Position: 01

Qualification: Preferably Bachelor's degree in Architecture, Landscaping Designing, Urban Architecture and Design. A Master's degree in the above disciplines will be considered favourably.

Experience: Preferably 10 years of experience in urban design, sustainable architectural design and landscape/site planning & design. Experience and interest in hard & soft landscape construction and interior design experience. Preference will be given to those who possess relevant with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Project Development Officer

No of Position: 01

Qualification: Preferably Bachelor degree in Civil Engineering / Water & Sanitation / Environmental Engineering or equivalent qualification. Preferably Master's degree in the above-mentioned fields or Project Management, Construction Management or Business Administration.

Experience: Preferably 7 years relevant experience in Water Supply or Sanitation Infrastructure Projects or Urban Development Projects. Adequate knowledge of engineering and project management practices. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their

systems. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Project Development

No of Position: 01

Qualification: Preferably Master's degree in Civil Engineering, Water and Sanitation Engineering, Project Management or equivalent qualification.

Experience: Preferably 12 years of relevant experience in managing civil engineering mega projects, preferably water, sanitation & infrastructure projects; adequate knowledge of engineering & project management practices. Comprehensive knowledge of modern engineering techniques & technologies; knowledge of policies & rules of development donors & international financing institutions & experience with implementation. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director Reforms

No of Position: 01

Qualification: Preferably Master's in Development studies / Economics / Finance / Administration (Business / Public) / Engineering or equivalent qualification.

Experience: Preferably 12 years relevant experience in institutional development / capacity building & reforms of local government, water and sanitation or similar public utility companies. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Director (Gender & Inclusion)

No of Position: 01

Qualification: Preferably Master's degree in Social Sciences, Public Policy, Project management, Urban Planning & Governance sector, Gender or another relevant field required.

Experience: Preferably 5 years in the field of Social Development, managing similar gender mainstreamed projects and preferably 10 years in gender specific expertise. Well versed with gender related issues in relation to Urban Development sector. Experience in developing gender policies & strategies for Urban, WASH & similar sectors. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions. Experience on similar infrastructure water supply, sanitation & SWM projects in the KP province would be an added advantage.

Urban Development Specialist

No of Position: 01

Qualification: Preferably Master's Degree or post-graduate degree in Urban / Regional Planning, Urban Economics or equivalent qualification.

Experience: Preferably 10 years of relevant professional experience in Urban Development & Urban Environmental improvement, Urban Sector Development, or related area & relevant experience in design of multi-sector projects, practical knowledge & experience in integration of financial, economic, social, institutional & safeguard requirements & issues in project design. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Water Supply and Sanitation Specialist

No of Position: 01

Qualification: Preferably Masters in Civil Engineering / Environmental Engineering / Public Health Engineering / Solid Waste Engineering or equivalent qualification.

Experience: Preferably 10 years of experience in planning, designing & execution of mega water supply and sanitation projects. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Wastewater Treatment Specialist

No of Position: 01

Qualification: Preferably Masters' degree in Civil Engineering, Sanitation Engineering, Public Health Engineering, Environmental Engineering, Mechanical Engineering, Chemical Engineering or equivalent qualification.

Experience: Preferably 10 years of experience on major wastewater treatment projects in designing and implementation of drainage networks & wastewater treatment plants, or related structures including drainage networks & disposal points. Preference will be given to those who possess relevant experience with multilateral

funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

IT Officer

No of Position: 01

Qualification: Preferably Bachelor's degree in Information Communication Technology (ICT), Computer Sciences or equivalent qualification.

Experience: Preferably 05 years of relevant professional experience in IT projects, preferably development and implementation of smart cities applications and other technological deployment. Prior experience in ICTs implementation in government sector is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Monitoring & Evaluation Officer

No of Position: 01

Qualification: Preferably Bachelor's Degree in Civil Engineering, Development Studies, Economics, Finance, Business Administration or equivalent qualification. Master's degree in any of the above fields & Project Management, Business Administration etc will be considered favourably.

Experience: Preferably 05 years of relevant experience of undertaking Monitoring & Evaluation (M&E) activities. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Media & Communication Officer

No of Position: 01

Qualification: Preferably Bachelor's degree in Media Relations, Journalism, Publishing, Public Affairs or equivalent qualification.

Experience: Preferably 05 years demonstrated relevant professional experience in public relations, communications, social media, knowledge support, external relations, public affairs. Excellent written and spoken communication skills in English. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Admin Officer

No of Position: 01

Qualification: Preferably Bachelor's degree in disciplines such as Economics, Business Administration, Procurement, HR, Public Administration, Finance or equivalent qualification.

Experience: Preferably 05 years' experience in Office administration, HR & Procurement. Experience in reporting to donors, understanding of basic laws of Pakistan and Khyber Pakhtunkhwa related to tax, insurance, etc., experience in HR policies and procedures, setting-up and managing office systems is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions. Sufficient experience/knowledge in ADB's Project Procurement Cycle (EOI/IFB till contract award) and experience in contract negotiation/signing to ensure procurement compliance with ADB's Guidelines on the Use of Consultants and ADB's Procurement Guidelines and other Government requirement.

Finance & Accounting Officer (Reporting)

No of Position: 01

Qualification: Preferably Qualified Accountant ACMA / ACCA / Bachelor's in Business Administration (Finance) or equivalent qualification.

Experience: Preferably 05 years' experience in finance & accountancy. Experience in reporting to donors. Good understanding of the laws of Pakistan and Khyber Pakhtunkhwa related to finance and accountancy. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Finance & Accounting Officer (Accounting)

No of Position: 01

Qualification: Preferably Qualified Accountant ACMA / ACCA / Bachelor's in Business Administration (Finance) or equivalent qualification.

Experience: Preferably 05 years' experience in finance & accountancy. Experience in reporting to donors. Good understanding of the laws of Pakistan and Khyber Pakhtunkhwa related to finance & accountancy. Experience working for projects financed by ADB & other multi-lateral donors in an advantage & overseas relevant experience / relevant experience with international organization & Government Institutions.

Project Support Officer (Gender)

donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

No of Position: 01

Qualification: Preferably Bachelor's degree in Social Sciences, Project Management, Urban Planning and Governance Sector, Gender or another relevant field.

Experience: Preferably 4 years of experience in the role of program/project support working on social development and gender issues; understanding of gender issues, particularly in the context of KP; proven experience of coordination support to project partners; good understanding of community mobilization approaches; 2 years of experience of donor funded projects (like ADB or WB); good communication & reporting skills, knowledge of local language (Pushto) will be considered favourably.

CITY IMPLEMENTATION UNITS (CIUs), Abbottabad, Kohat, Mardan, Mingora (Swat) and Peshawar

Infrastructure Engineer (WATSAN)

No of Positions: 04 (Abbottabad, Kohat, Mingora and Peshawar)

Qualification: Preferably Bachelor's Degree in Civil Engineering, Water & Sanitation, Public Health Engineering or equivalent qualification. Master's degree in above mentioned fields will be considered favourably.

Experience: Preferably 10 years in the field of water supply network planning, design and operation. Well versed with environmental concerns with water & sanitation dynamics as well as applicable government regulations. Expertise in water supply (including drinking water) operations, hydraulic systems as well as integrated city planning are highly desired. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Infrastructure Engineer (Wastewater Treatment)

No of Positions: 02 (Kohat and Mardan)

Qualification: Preferably Bachelor's degree in Civil Engineering, Sanitation Engineering, Public Health Engineering, Environmental Engineering, Mechanical Engineering, Chemical Engineering or equivalent. A Master's Degree in any of the above disciplines will be considered favourably.

Experience: Preferably 10 years of experience as Wastewater Treatment Design Engineer on major Wastewater Treatment Projects in designing of drainage networks and Wastewater Treatment Plants, Solid Waste Management Facility or related structures including drainage networks and disposal points. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions.

Contract Admin / Management Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Civil Engineering, Procurement, Business Management, Law or Finance or equivalent qualification.

Experience: Preferably 10-year experience in procurement and contract management / FIDIC based contract administration of civil works and consultancy services with focus on ADB procedures is an added advantage, experience & knowledge of procurement procedures of international organizations / agencies, especially of ADB, GoP & ADB procurement guidelines for works, goods & services. Working experience in the Khyber Pakhtunkhwa region will be considered favourably. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Monitoring & Evaluation Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's Degree in Civil Engineering, Development Studies, Economics, Finance, Business Administration or equivalent qualification. Master's degree in any of the above fields and Project Management, Business Administration etc will be considered favourably.

Experience: Preferably 5 years of general experience with three years of particular experience of undertaking M&E activities. Excellent written and spoken communication skills in English; & working experience in the Khyber Pakhtunkhwa region will be considered favourably. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

MIS Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Computer Sciences, Systems Engineering, Electrical/Computer/Software Engineering, Project Management, Business Administration, Economics etc. or equivalent qualification.

Experience: Preferably 5 years of general experience with five years of particular experience of preparation of MIS. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favourably. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions.

IT Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Information Communication Technology (ICT), Computer Sciences, or equivalent qualification.

Experience: Preferably 5 years of general experience and 4 years of demonstrated relevant professional experience at the national level in IT projects, development and implementation of smart cities applications and other technological deployment. Prior experience in ICTs implementation in government sector is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Infrastructure Engineer (SWM)

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Civil Engineering / Environmental Engineering / Waste Management / Public Health Engineering or equivalent qualification. Master's degree in any of the above field will be considered favourably.

Experience: Preferably 5 years' experience in solid waste management planning & designing. Preferably having designed landfills sites, secondary and primary transfer equipment/vehicles design/specification & transfer stations. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

GIS Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in GIS and Remote Sensing or equivalent qualification. Master's degree will be considered favourably.

Experience: Preferably 5 years of demonstrated relevant professional experience at the national level in spatial data development, & development / deployment of GIS applications. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Gender Coordinator / Officer

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Bachelor's degree in Social Sciences or equivalent qualification. Relevant Master's degree will be considered favourably.

Experience: Preferably 5 years in the field of Gender Mainstreaming. Well versed with environmental concerns with water & sanitation dynamics as well as applicable government regulations. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Detailed Terms of Reference can be downloaded from <https://kpcip.gov.pk>, <https://www.lgkp.gov.pk>, WSSCs website and ADB's CMS (https://selfservice.adb.org/OA_HTML/adb/adbpos/jsp/ADBCMSHomepage.jsp) free of charge. The Expression of Interest (EOI) must be submitted online via ADB's CMS not later than 18 October 2021. Direct submission of EOIs to PMU, CIUs, WSSCs and LGE&RDD are not acceptable and will be rejected.

PROJECT DIRECTOR (PMU, KPCIP, LGE&RDD)

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KHYBER PAKHTUNKHWA CITIES IMPROVEMENT PROJECT
LOCAL GOVERNMENT ELECTIONS & RURAL DEVELOPMENT DEPARTMENT
KHYBER PAKHTUNKHWA, PESHAWAR



EXPRESSION OF INTEREST (EOI)

Hiring of Services of INDIVIDUAL CONSULTANTS for Project Management Unit and City Implementation Units
Khyber Pakhtunkhwa Cities Improvement Project (KPCIP), Local Government Elections & Rural Development Department (LGE&RDD)
Government of Khyber Pakhtunkhwa (GoKP)

PROJECT MANAGEMENT UNIT (PMU), PESHAWAR

Monitoring & Evaluation Specialist

No of Position: 01

Qualification: Preferably Master's degree in any of the fields such as Engineering, Project Management, Business Administration, Monitoring and Evaluation or equivalent qualification in a relevant field.

Experience: Preferably 10 years of general experience with 7 years of particular experience of undertaking M&E activities; and having demonstrated experience in establishing and supervising M&E systems of donor-funded projects. Specific M&E experience with multilateral donors (ADB & WB etc) will be an advantage. Preference will be given to those who possess relevant experience with ADB & WB etc or their funded projects & overseas relevant experience / relevant experience with international organization and Government Institutions.

Tourism Specialist

No of Position: 01

Qualification: Preferably Master's degree in Economics / Archaeology / Tourism / Heritage Conservation /Public Policy/Public Administration/Social Sciences Culture Promotion, Culture & Arts Business, or Hospitality Management or equivalent qualification in a relevant field.

Experience: Preferably 10 years of relevant experience of working in the public/private sector and 7 years of demonstrated relevant professional experience in culture development & promotion, also hands on experience of implementing plans for tourism promotion at city level. Knowledge of cultural & heritage sites of the project cities is highly desirable. Past experience of interacting with government officials, development partners & private sector representatives & their associations will be preferred. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience/relevant experience with international organization & Government Institutions.

Environment Specialist

No of Position: 01

Qualification: Preferably a graduate degree in environmental engineering or post-graduate degree in environmental science or equivalent qualification in a relevant field.

Experience: Preferably 7 years of experience in environmental management and monitoring of projects, environmental assessment and/or design and implementation of environmental mitigation measures. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Communication Specialist

No of Position: 01

Qualification: Preferably Master's degree in media relations, journalism, publishing, public affairs, public administration or equivalent qualification in a relevant field.

Experience: Preferably 10 years demonstrated relevant professional experience in public relations, communications, social media, knowledge support, external relations, public affairs & 5 years' experience in developing gender inclusive communications and knowledge support strategies & products. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Smart Cities Development Specialist

No of Position: 01

Qualification: Preferably, master's Degree in information technology, urban/city planning, economics, government, business administration, systems engineering, sustainable development, governance or equivalent qualification in a relevant field.

Experience: Preferably 10 years of general experience and 5 years of recent experience (preferably in public sector) of (i) providing guidance to cities to lead their transformation into a Smart City, (ii) conceptualization & execution of economic

Social Safeguard Specialist

No of Position: 01

Qualification: Preferably Master's degree in social sciences or equivalent qualification in a relevant field.

Experience: Preferably 07 years' experience in resettlement planning and implementation preferably in projects financed by multilateral finance institutions. Well conversant with preparation & implementation of LARPs & preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions. Working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Information, Communication & Technology (ICT) Specialist

No of Position: 01

Qualification: Preferably Master's degree in ICT, Computer Sciences, or equivalent qualification in a relevant field.

Experience: Preferably 10 years of relevant experience in managing IT Projects, development and implementation of smart cities applications, enterprise resource planning implementations & other technological deployment. Prior experience in managing ICTs implementation in government sector is desirable. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Institutional Development Specialist

No of Position: 01

Qualification: Preferably Master's degree in social sciences, business and/or public administration, urban development and Urban planning, engineering, institutional development or equivalent qualification in a relevant field.

Experience: Preferably 12 years of general experience & 8 years of demonstrated relevant professional experience in institutional capacity development & reforms. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.

Training / Capacity Building Specialist

No of Position: 01

Qualification: Preferably Master's degree In Social Sciences, Training & Development, Urban Development/Urban Planning, Institutional Development, Engineering, Law, Business Management or equivalent qualification in a relevant field.

Experience: Preferably 10 years of experience in Project Management, Training, (ii) Capacity Building; (iii) Preferably 5 years of experience as Training & Capacity Building. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favourably.

GIS Specialist

No of Position: 01

Qualification: Preferably a Master's degree in GIS and Remote Sensing or equivalent qualification in a relevant field.

Experience: Preferably 15 years of general experience with 10 years' of demonstrated relevant professional experience in Spatial Data Development, development and deployment of and GIS applications. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Municipal Finance Specialist

No of Position: 01

development projects with Smart City concepts, (iii) implementing urban design projects with the use of technological tools, & (iv) developing strategies for Smart Cities with multidisciplinary groups. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Legal Expert

No of Position: 01

Qualification: Preferably LLB or equivalent qualification in a relevant field from a reputable institution.

Experience: Preferably 15 years of general experience and 10 years' specific experience with emphasis on contracting, corporate finance, and project finance, public sector and institutional reforms. Should possess work experience either full-time or as a legal advisor on retainership, with a Section 42 Company. Knowledge of best practices, local laws and policies related with local government and urban development is essential. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Community Engagement and Behavioural Change Expert

No of Position: 01

Qualification: Preferably Master's degree in Media and Communication, Public Administration, Urban Planning and Governance Sector, Social Development, or equivalent qualification in a relevant field.

Experience: Preferably 10 years' experience in the design and implementation of behaviour change communication projects, including community engagement campaigns preferably with a focus on Urban Development, Gender, SWM, Water/Sanitation & WASH. Demonstrated experience in engaging & mobilizing relevant stakeholders including local government, communities & WSSCs. Demonstrated experience in the production and dissemination of high-quality BCC multi-media materials and training workshops. Experience working for projects financed by ADB & other multi-lateral donors in an advantage. Strong oral & written English proficiency are required.

Capacity Development Specialist (WASH and SWM)

No of Position: 01

Qualification: Preferably Master' degree in Urban Planning and Governance Sector, Social Development or equivalent qualification in a relevant field.

Experience: Preferably 10 years of experience in programs & projects related to WASH & SWM services; well versed with gender related issues in relation to Urban Development Sector. Preferably 5 years of experience in designing & conducting capacity building interventions at multiple stakeholders in urban development projects; experience in coordination, monitoring & evaluation & analysis of impacts of training & capacity development interventions; demonstrated experience of developing trainings modules & interactive learning resources. Familiarity with ADB or other multilateral donors funded projects and experience on similar projects in the KP province would be an added advantage. Demonstrated experience in building capacity of Water & Sanitation services providers with a focus on community engagement particularly women and youth, vulnerable segments & other relevant groups.

Urban Planner

No of Position: 01

Qualification: Preferably Master's degree in Urban and Regional Planning, Town Planning / Engineering or Master Degree in Infrastructure or equivalent qualification in a relevant field.

Experience: Preferably 5 years of experience in Urban Development and Planning. Familiarity with ADB or other multilateral donors funded projects and experience on similar projects in the KP province would be an added advantage.

Qualification: Preferably, post graduate in public finance, business administration, economics or equivalent qualification in a relevant field.

Experience: Preferably 10 years of general experience and five years of experience in Municipal Finance, Project Finance, Resource Mobilization, & Preparation of Financial Viability for Urban Infrastructure Investments. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects relevant experience with international organization & Government Institutions. working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Scholarship Program Specialist

No of Position: 01

Qualification: Preferably Master's degree in Education, Public Administration, Urban Planning & Governance Sector or equivalent qualification in a relevant field.

Experience: Preferably 10 years' experience in the design & implementation of scholarship & internship projects & programs with a focus on women & girls' empowerment & education in non-traditional, technical & areas related to Urban Development, Environment & Climate Change, Solid Waste Management & Water/Sanitation. Demonstrated experience in engaging & mobilizing relevant stakeholders including; academia, local government & communities. Demonstrated experience in launching & implementation of high-quality scholarship & internship programs. Experience working for projects financed by ADB, work experience related to national / international scholarship programs, & other multi-lateral donors in an advantage.

Skills and Enterprise Development Specialist

No of Position: 01

Qualification: Preferably Bachelor's degree in Social Sciences, Urban Planning and Governance sector, Gender or equivalent qualification in a relevant field.

Experience: Preferably 15 years' experience in the design & implementation of Skills and Enterprise Development Program (EDP) with a focus on women & girls' economic empowerment. Demonstrated 3-4 years of experience with strong understanding of national & provincial projects/programs for business incubation & acceleration support to Start-ups; 5-years of experience of designing & conducting EDP & skills' training programs; demonstrated experience in developing operational plans & guidelines for technical skill training institutes, business plans & advisory services for business development with a focus on women's economic empowerment. Demonstrated experience in the launching & implementation of high-quality enterprise development programs; proven experience of working with public & private actors on bossiness development support to men & women entrepreneurs, experience working for projects financed by ADB, work experience international skills & enterprise development programs, and other multi-lateral donors in an advantage.

Research Specialist

No of Position: 01

Qualification: Preferably Master's or PhD degree in Economics, Public Policy, Environment, Statistics, Social Research or equivalent qualification in a relevant field is required.

Experience: Preferably 10 years' experience in the field of research relevant to gender & urban sector development. Preferably 10 years specific experience in reviewing & evaluating research proposals / projects, developing research frameworks/plans, with a strong background in gender & urban sector development including; Solid Waste Management, Water and Sanitation. Experience of working with international donors & research institutes & in similar projects will be an added advantage. Demonstrate strong statistical analysis skills and knowledge relevant to the assignment.

Procurement & Contract Management Specialist

No of Position: 01

Qualification: Preferably Qualified Civil Engineer.

Experience: Preferably 8 years' experience of procurement and contract administration especially on FIDIC contract agreements, GoP and ADB procurement guidelines for works, goods, and services. Excellent written and spoken communication skills in English and working experience in the Khyber Pakhtunkhwa region will be considered favourably.

CITY IMPLEMENTATION UNITS (CIUs), [Abbottabad, Kohat, Mardan, Mingora (Swat) and Peshawar]

Monitoring & Evaluation Specialist

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Master's degree in any of the fields such as, Project Management, Business Management or equivalent qualification in a relevant field.

Experience: Preferably 07 years' experience as M&E specialist/ reporting specialist for major infrastructure projects and having demonstrated experience in establishing

Municipal Finance Specialist

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably post graduate in public finance, business administration, economics or equivalent qualification in a relevant field.

Experience: Preferably 10 years of experience in Municipal Finance, Project Finance, Resource Mobilization, & Preparation of Financial Viability for Urban

and supervising M&E systems of donor-funded projects. Specific M&E experience with multilateral donors (ADB & WB etc) will be an advantage. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization and Government Institutions.

Urban Planner

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora & Peshawar)

Qualification: Preferably Bachelor degree in Urban Development / Urban and Regional / Town Planning / Civil Engineering or equivalent qualification in a relevant field. Preferably Master's degree, or post-graduate degree in above mentioned discipline(s).

Experience: Preferably 5 years in Urban Development & Planning. Preference will be given to those who possess relevant experience with donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions.

Environment Specialist

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably graduate degree in environmental engineering or post-graduate degree in environmental science or equivalent qualification in a relevant field is required.

Experience: Preferably 5 years of experience in environmental management and monitoring of projects, environmental assessment and/or design and implementation of environmental mitigation measures. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Infrastructure Investments. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects relevant experience with international organization & Government Institutions. Working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Training / Capacity Building Specialist

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably Master's degree In Social Sciences, Training & Development, Urban Development/Urban Planning, Institutional Development, Engineering, Law, Business Management or equivalent qualification in a relevant field.

Experience: Preferably 10 years of experience in Project Management, Training, Capacity Building. Preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects & overseas relevant experience / relevant experience with international organization & Government Institutions. Working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Social Safeguard Specialist

No of Positions: 05 (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Qualification: Preferably, bachelor degree in Social Sciences or equivalent qualification in a relevant field. Master's Degree in above fields will be preferred.

Experience: Preferably 7 years' experience in resettlement planning and implementation preferably in projects financed by multilateral finance institutions. Well conversant with preparation & implementation of LARPs & preference will be given to those who possess relevant experience with multilateral donors (ADB & WB etc) or their funded projects and overseas relevant experience / relevant experience with international organization & Government Institutions. Working experience in the Khyber Pakhtunkhwa region will be considered favourably.

Detailed Terms of Reference can be downloaded from <https://kpcip.gov.pk>, <https://www.lgkp.gov.pk>, WSSCs website and ADB's CMS (https://selfservice.adb.org/OA_HTML/adb/adbpos/jsp/ADBCMSHomepage.jsp) free of charge. The Expression of Interest (EOI) must be submitted online via ADB's CMS not later than **18 October 2021**. Direct submission of EOIs to PMU, CIUs, WSSCs and LGE&RDD is not acceptable and will be rejected.

PROJECT DIRECTOR (PMU, KPCIP, LGE&RDD)

Ground Floor, Afzal Apartments, Jamrud Road, Phase-3 Chowk, Hayatabad Peshawar Pakistan

Tel No. +92 (91) 5854555, Email: pdkpcip@gmail.com

Total Positions:

05 Numbers

Location:

City Implementation Units (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Person-Days for each CIU:

220 Working Days

S#	Position	Qualification	Experience¹	Preferable Age Limitation	Detailed Terms of Reference
1	Monitoring & Evaluation Specialist	Preferably Master's degree in any of the fields such as Engineering, Project Management, Business Administration, Monitoring and Evaluation or equivalent qualification in a relevant field.	Preferably 7-year of general experience and preferably 5 years of relevant experience as M&E specialist/ reporting specialist for major infrastructure projects with proven experience in monitoring, coordination, evaluation and reporting. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	Monitoring & Evaluation Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none">• Assist CIU, PMU and LGE&RRD in all matters related to Monitoring & Evaluation• Development of the Project Performance Monitoring System (PPMS) in accordance with PMU and ADB requirements;• Development of monitoring procedure for different parameters in PPMS;• Reporting the performance of projects according to the parameters in the PPMS;• Maintaining a calendar of M&E activities;• Preparation of periodic Monthly & Quarterly Reports;• Supporting the staff of CIUs in preparation of progress reports;• To work closely with other specialists of PMU and CIUs to provide M&E guidance and feedback;• Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

¹ Number of years of experience required against the position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

Total Positions:
Location:
Person-Days for each CIU:

05 Numbers
City Implementation Units (Abbottabad, Kohat, Mardan, Mingora and Peshawar)
264 Working Days

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
2	Social Safeguard Specialist	Preferably Master's degree in Social Sciences or equivalent qualification in relevant field.	Preferably, 10 years of general experience and preferably 7 years' experience in resettlement planning and implementation preferably in projects finance by multilateral finance institutions. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favorably. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>Social Safeguard Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Assist CIU, PMU and LGE&RRD in all matters related to Social Safeguard • Provide input for updating of LARP when required, and preparation of social safeguards monitoring reports; • Setup a grievance redressal mechanism for complaints resolution; • Disseminate the information about the grievance redressal mechanism to the stakeholders; • Provide input on implementation progress of safeguards compliance to PMU for onward reporting to ADB through quarterly and annual progress reports; • Assist in preparation of the LARP completion report and submission to ADB; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

¹ Number of years of experience required against the position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

Total Positions:

05 Numbers

Location:

City Implementation Units (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Person-Days for each CIU:

264 Working Days

S#	Position	Qualification	Experience¹	Preferable Age Limitation	Detailed Terms of Reference
3	Environment Specialist	Preferably Master's degree in Environmental Sciences/Civil Engineering /Environmental Engineering or equivalent qualification. Master's Degree in above fields will be preferred.	Preferably 5 years of experience in environmental management and monitoring of projects, environmental assessment and/or design and implementation of environmental mitigation measures. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favorably. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	Environmental Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none">• Assist CIU, PMU and LGE&RRD in all Environment Safeguard related matters.• Oversee / monitor environmental safeguards compliance and monitor implementation of the environmental management plans (EMPs) of the awarded civil works;• Guide the contractor's staff on compliance of the EMP and provide necessary orientation to the relevant staff of the contractors,• Provide input to PMU for preparation of environmental monitoring reports for submission to ADB;• Provide input to PMU on compliance of environmental safeguards for the quarterly and annual progress reports to be submitted to ADB;• Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

¹ Number of years of experience required against the position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

Total Positions:

05 Numbers

Location:

City Implementation Units (Abbottabad, Kohat, Mardan, Mingora and Peshawar)

Person-Days for each CIU:

132 Working Days

S#	Position	Qualification	Experience¹	Preferable Age Limitation	Detailed Terms of Reference
4	Municipal Finance Specialist	Preferably Master's in public finance, business administration, economics or equivalent qualification.	Preferably 10 years of general experience and 5 years of relevant experience and in municipal finance, project finance, resource mobilization, and preparation of financial viability for urban infrastructure investments. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favorably. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	Municipal Finance Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none">• Assist CIU, PMU and LGE&RRD in Municipal Finance related matters• Provide technical support and coordinate the work of project cities on city investment plans and financial operating plans;• In consultation with all stakeholders, suggest a dynamic formula for assessing user charges for all municipal services to the extent that at least the O&M cost of service delivery is fully covered by such charges;• Review current revenue base of concerned WSSC, identify the actual potential of each revenue source, work out the difference between actual and potential revenues, and suggest measures to fill the gap between potential and actual revenue of the WSSCs;• Identify reasons for gaps in application and collection of taxes/fees/other revenues and propose changes/improvement;• Support training and Capacity Building Specialist to design and implement training and capacity building program on resource mobilization to LGERDD and WSSCs staff and elected representatives of the city governments;

¹ Number of years of experience required against the position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
					<ul style="list-style-type: none"> • Support WSSCs to identify finance options available for financing urban infrastructure through public-private partnership; • Conduct an affordability analysis and gather information to prepare a sample financial model for the project for the concerned WSSCs; • Support Capacity Building Specialist to prepare specialized training materials/modules, process manuals, procedures, toolkits, guidelines and other related activities for undertaking capacity building programs on financial management; • Develop realistic financial performance parameters and targets for the relevant urban service delivery; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

Total Positions: 05 Numbers
Location: City Implementation Units (Abbottabad, Kohat, Mardan, Mingora and Peshawar)
Person-Days for each CIU: 132 Working Days

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
5	Training/ Capacity Building Specialist	Preferably Master's degree in training and development, urban development/urban planning, institutional development, engineering, law, business management or equivalent qualification	Preferably 10 years of general capacity building experience and five years of relevant of experience in project management, training, and capacity building; excellent written and spoken communication skills in English; and experience in the Khyber Pakhtunkhwa region will be considered favorably. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>Training/ Capacity Building Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Assist CIU, PMU and LGE&RRD in all matters related to Trainings and Capacity Building • Review the profiles of existing staff with respect to their current responsibilities, and prepare a benchmark report on their capacity; • Identify needs for any trainings required to ensure that the staff is able to perform efficiently what is expected; • Identify the training needs and submit a training and capacity building plan for existing manpower; • Develop and deliver specific training modules on introduction of best practices in municipal services operations; • Coordinate with the other Consultants hired under the Project for an integrated approach to training and HR development; • Identify the External Training Programs suitable for the different cadres of the WSSC staff for their capacity building; • Support HR team of the WSSC in developing and institutionalizing the capacity building/training programs of each WSSC

¹ Number of years of experience required against the position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
					<p>based on the IRCB Consultants recommendations;</p> <ul style="list-style-type: none"> • Establish performance/output-based parameters for staff performance based on their functional roles; • Link performance and training with career progression of staff within WSSC etc; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

Total Positions: 05 Numbers
Location: City Implementation Units (Abbottabad, Kohat, Mardan, Mingora and Peshawar)
Person-Days for each CIU: 132 Working Days

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
6	Urban Planner	Preferably Master's Degree in Urban Development, Urban and Regional, Town Planning / Architecture, Civil Engineering, Infrastructure, Urban Finance or equivalent qualification in a relevant field.	Preferably 5 years in urban development and planning. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>The Urban Planner will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Assist CIU, PMU and LGE&RRD in all matters related to Urban Planning. • Ensure that the proposed sectoral plans of selected cities are approved and implemented; • Prepare site approval documents for the KPCIP inventions, coordinate with local government and other line agencies; • Meet with public officials and the public regarding development plans and land use; • Consult with PMU Urban planner for designing a reporting matrix to carry out effective implementation and monitoring of interventions in integrated and sustainable manner; • Create and interpret maps and diagrams for effective reporting; • Analyze and review the proposed sub-projects and devise the effective strategies for implementation of the proposed design interventions in line with the sectoral master plans; • Provide practical and factional suggestions during implementation on urban development issues, including multiple use zoning, enhancing livability of a city and urban landscape design, urban economic

¹ Number of years of experience required against the position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
					<p>competitiveness and policy measures to avoid urban sprawl and ensure compact urban environment;</p> <ul style="list-style-type: none"> • Suggest recommendation on urban design policies to improve socio-culture ambiance and provide measures for uplifting the quality of local life; • Draw an effective urban development strategy for community's engagement and update existing design into a more community driven design and implementation approach; • Ensure that all the proposed designs are implemented by considering climate change and risk reduction measures; • Carry out data collection and document lesson learnt of the KPCIP interventions and its alignment to the overall comprehensive planning and development; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
1	Monitoring & Evaluation Specialist	Preferably Master's degree in any of the fields such as Engineering, Project Management, Business Administration, Monitoring and Evaluation or equivalent qualification in a relevant field.	Preferably 10 years of general experience with Preferably 7 years of particular experience of undertaking monitoring and evaluation (M&E) activities; and having demonstrated experience in establishing and supervising M&E systems of donor-funded projects. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region preferred. Specific M&E experience with multilateral donors, such as Asian Development Bank (ADB) and The World Bank will be an advantage. Preference will be	Preferably 35 to 70 years	Monitoring & Evaluation Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none"> • Develop a Project Performance Monitoring System (PPMS) using the outcome and output indicators of the Design & Monitoring Framework (DMF) of the KPCIP and update every six months; • Establish perimeters for creating a database for the preparation of the PPMS of KPCIP and develop data collection formats; • Assist PMU generate monthly, quarterly, and annual progress reports for the executing agency (EA) and ADB by reporting regular update of project implementation through: (a) physical progress (b) financial progress (c) social and environmental safeguards status, (d) procurement status, (e) gender action plan; and (f) status of loan and grant covenants; • Assist PMU in preparation of presentation, progress updates for the Planning & Development Department (P&DD), Government of Khyber Pakhtunkhwa and Project Steering Committee in evaluation of KPCIP physical and financial progress; • Assist PMU in preparation of presentation and progress updates for the ADB periodic and Tripartite Review Missions in evaluation of KPCIP, including status of contract award and disbursement of loan and grant accounts; • Provide institutional support to reporting staff of Project Management and Construction

¹ Number of years of experience required against each position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
			<p>given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.</p>		<p>Supervision Consultants (PMSC) in monitoring compliance of subprojects under Component 1 and IRCB Consultants deliverables under component 2 through streamlining operations, data cleaning, reporting and harmonization of output formats;</p> <ul style="list-style-type: none"> • Provide technical input to CIUs of Water and Sanitation Companies (WSSCs) and suggest improvements in strengthening their M&E systems, as required; • Coordinate with Project Implementation Consultants (PIC), including Procurement, Social Safeguards, Environment, Financial Management, Smart City, Gender and Communication Specialists to create synergy and integration of input required for the periodic progress reports and PPMS updates; and, • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
2	Social Safeguard Specialist	Preferably Master's degree in social sciences or equivalent qualification in relevant field.	Preferably, 10 years of general experience and preferably 7 years' experience years in resettlement planning and implementation preferably in projects financed by multilateral finance institutions. Well conversant with preparation and implementation of Land Acquisition and Resettlement Plans (LARPs). Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be preferred. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded	Preferably 35 to 70 years	<p>Social Safeguard Specialist will perform the following functions, including but not limited to: S/he will assist PMU on social safeguard compliance including:</p> <ul style="list-style-type: none"> • Updating of Safeguard documents including addendum to LARP; • Provide training to the staff and consultants involved in preparation and implementation of Land Acquisition and Resettlement Plans (LARPs); • Provide guidance and hands-on capacity development Land Acquisition and Resettlement (LAR) support to PMU and City Implementation Units (CIUs), and provide on-the-job training to social safeguard specialists at CIUs; • Ensure all activities are documented in monthly, quarterly and bi-annual progress reports, submitted to EA and ADB; • Facilitate in establishing and function of context-specific and effective grievance redress mechanism (GRM) at the project and field level and prepare an outreach program for the Displaced Persons (DPs) on how the mechanism will work and ensure it is accessible to DPs including vulnerable and women; • Document progress on functioning of GRM in the periodic reports on regular basis, including complaints resolved or outstanding; • Preparation of internal monitoring reports (periodically) and share these reports with

¹ Number of years of experience required against each position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
			<p>projects and overseas relevant experience / relevant experience with international organization and Government Institutions.</p>		<p>stakeholders including disclosure of LARPs and monitoring reports on EA's website;</p> <ul style="list-style-type: none"> • Facilitate External Monitoring Consultant in the preparation of External Monitoring Report and in case of non-compliance, preparation of Corrective Action Plan; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
3	Environment Specialist	Preferably Master's degree in Environmental Sciences/Civil Engineering /Environmental Engineering or equivalent qualification	Preferably 7 years' experience in preparation, implementation, and monitoring of environmental assessments and monitoring plans. Well conversant with ADB's Safeguards Policy Statement (SPS) 2009 and experience with the application of ADB environmental guidelines is required. Excellent written and spoken communication skills in English; Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	Environment Specialist will perform the following functions, including but not limited to: S/he will assist PMU on environmental compliance including: <ul style="list-style-type: none"> • Conduct monitoring at each subproject site where works are being conducted and ensure that the Environmental Management Plan (EMP) is implemented in its true letter and spirit and document the monitoring findings and submit to the PMU/ADB for review; • Maintain close liaison with ADB, KP Government, WSSCs and Project Management Construction Supervision Consultant (PMSCS) with respect to implementation of Initial Environmental Examination/Environmental Impact Assessment (IEE/EIA) requirements and compliance to KP Environmental Protection Agency (EPA) No Objection Certificates (NOCs); • Support the PMU in conducting the contract award process and reviewing the bidding documents to ensure that EIA/IEE/EMP requirements are incorporated. This task will also include capacity evaluation of bidders towards EMP implementation. • Identify any gaps in compliance relating to EMP implementation and provide inputs to prepare a Corrective Action Plan (CAP) and monitor its implementation.

¹ Number of years of experience required against each position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
					<ul style="list-style-type: none"> • Monitor environmental safeguards compliance including review/preparation of environmental monitoring reports for submission to ADB and disclosure at EA's website. • Oversee the implementation of the mitigating measures identified in the respective EMPs of the subprojects and implemented by project contractors as part of an environmental monitoring report to be delivered to ADB for review and approval. • Ensure the Grievance Redress Mechanism (GRM) prepared as a part of the EIA(s)/IEE(s) is implemented in its entirety and is fully functional and any grievances are efficiently and effectively addressed and resolved. • Support the PMU in providing any data from the project sites, in preparation of bi-annual environmental monitoring reports (BAEMR) for submission to ADB. • Review and verify the environmental compliance reports prepared by PMSCS and/or City Implementation Units (CIUs) of WSSCs. • Support CIUs towards developing EMP implementation mechanism and ensure that WSSCs are executing the activities in compliance to EIA/IEE/EMP requirements. • Coordinate and facilitate third-party environmental audits of Category A sub-projects which relate to construction of landfill sites. • Inform ADB project team and PMU on environmental non-compliance issues.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
					<ul style="list-style-type: none"> • Conduct consultations with stakeholders including project affected persons to obtain their views on implementation of environmental safeguards and mitigation measures. • Attend to comments/ suggestions made by ADB project team, PMU and KP EPA. • Provide any other additional support as requested by the PMU to ensure compliance with national safeguard regulatory requirements and ADB SPS 2009.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
4	Communication Specialist	Preferably Master's degree in media relations, journalism, publishing, public affairs, public administration or equivalent qualification	Preferably 10 years demonstrated relevant professional experience at the national or international level in public relations, communications, social media, knowledge support, external relations, public affairs, and Preferably 5 years' experience in developing gender inclusive communications and knowledge support strategies and products. Excellent written and spoken communication skills in English; Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience	Preferably 35 to 70 years	Communication Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none"> • Prepare a communication strategy to incorporate strategies for all key stakeholders, and associated work plan to implement the actions outlined in the strategy; • Advise WSSCs management and staff on communication, social media and knowledge support strategies and implications for proposed action and policies; • Establish the WSSCs' profile, credibility and brand, and also prepare the information disclosure protocols with the target audience through specific actions; • Advise on design and maintenance of communication vehicles that enable easy and continuous access to information internally and externally by stakeholders and general public; • Define a content strategy and provide support for implementation and approach for digital platforms; • Develop content style guide and approaches for the new multiplatform Web, social media and multimedia on WSSCs ongoing programs, pipeline projects, and strategic directions/priorities; • Conceptualize, research and advise on the latest trends, best practices, including new emerging digital platforms, to maximize strategic digital engagement under the content strategy;

¹ Number of years of experience required against each position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
			with international organization and Government Institutions.		<ul style="list-style-type: none"> • Identify opportunities for capturing and sharing knowledge, and disseminating information; • Support communication activities through knowledge management, information exchange, and design and implement effective learning activities and manage guide the process of knowledge sharing; • Develop and execute media relations campaigns and outreach efforts, cultivating good working relationships with reporters and media outlets; • Identify media trends/interests, prepare compelling media pitches to secure editorial placements with various media outlets; • Ensure rapid and accurate information dissemination to the media, stakeholders and other appropriate audiences; • Develop messaging and talking points and provide communications counsel to the WSSCs' spokespersons in preparation for media interviews; • Develop and maintain contact list of individuals, groups, organizations and fora whose support is essential to assist in achieving the communication objectives; • Establish key performance indicators against which the achievement of objectives of the communication, social media and knowledge support strategies are regularly evaluated; analysis is undertaken to continuously improve the effectiveness of strategies and activities; results and reports are prepared and shared;

S#	Position	Qualification	Experience¹	Preferable Age Limitation	Detailed Terms of Reference
					<ul style="list-style-type: none">• Develop and maintain regular content review and training processes, working across the utility organizations to ensure a consistent and coherent approach to digital content and engagement;• Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
5	Procurement and Contract Management Specialist	Bachelor's degree in civil engineering, procurement, business administration law or finance or equivalent qualification. A Master's degree in above fields will be preferred.	Preferably 8 years' experience of procurement and contract administration especially on FIDIC contract agreements, GoP and ADB procurement guidelines for works, goods, and services. Excellent written and spoken communication skills in English; and working experience in the Khyber Pakhtunkhwa region will be considered favorably. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government	Preferably 35 to 70 years	<p>Procurement and Contract Management Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Preparation of (i) Expression of Interest (EOI) and Pre-qualification (PQ) notices; (ii) Preparation of pre-qualification / bidding documents for Large and Small Construction Works & Supply Contracts, Consultancy and Non-Consultancy Services; and Request for Proposals (RFP); (iii) Prepare contract documents, agreement and variation orders; (iv) Assist in bid evaluation in bidding process, preparation of technical and priced bid evaluation reports (TBERs and PBERs); (vi) Review and evaluate amendments to the RFP, bidding documents and contract(s) and their submissions, and contract negotiation/signing to ensure procurement compliance with ADB's Guidelines on the Use of Consultants and ADB's Procurement Guidelines and other Government requirement; • Provide technical support on all procurement related processes to the WSSCs (IAs) / LGE&RDD (EA); • Participate in consultants' selection committee meetings of the PMU and assist in short-listing and evaluation of consultants' proposals, conduct pre-proposal meetings, evaluate technical and financial proposals and prepare requisite ADB's submissions and briefing to

¹ Number of years of experience required against each position is the preferred requirement. The candidates will be scored on the basis of detailed narrative evaluation criteria.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
			<p>Institutions. Experience in procurement and contract management of civil works and consultancy services with focus on ADB procedures is an added advantage. Experience and advance knowledge of procurement procedures of international organizations / agencies, especially of ADB.</p>		<p>consultants' selection committee on evaluation and results;</p> <ul style="list-style-type: none"> • Review procurement process of the completed / awarded contracts those are candidate for retroactive financing, and due diligence of the process followed in contract award; • Strengthen the procurement and contract management capacity of the PMU to provide oversight for project management, consulting services and civil works; • Assist in procurement planning and regular updates in the light of ADB Procurement Guidelines and Country Procurement Rules; • Assist in preparing annual contract award and disbursement projections and monitor the actual contract awards and review periodic (quarterly / semi-annual) progress reports from the aspects of procurement and contract awards; • Assist in negotiations, preparation of contract agreements, issuing notification of award, signing of contracts and disclosure of information; • Conduct trainings, organize workshops/seminars, awareness programs and develop guidelines as required, to suggest improvement in procurement cycle through transparency, effective evaluation and reduction in procurement period; • Ensure that all recommendations given in context of the contract management by the Supervision Consultants and implementation staff on various awarded contract are in line

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
					<p>with procurement and contract management (FIDIC Condition of Construction Contracts) guidelines / condition / clauses of the contract documents signed with the contractors, consultants and suppliers;</p> <ul style="list-style-type: none"> • Assist in dispute resolution and amicable settlement, including evaluation of contractor's claims (if any); • Avoid or minimize the delays in decision making that affect the implementation and undertaking remedial measures for resolving issues; • Ensure the compliance of mandatory cost controls under variations, provisional sums, day works, price adjustments, liquidated damages, interim payment certificates; • Ensure the compliance of mandatory quality controls in the project and its compliance by the contractors of the subprojects and supervision by the Construction Supervision Consultants; • Assist PMU in finishing the contract covering subprojects completion, taking over, and/or termination following a breach in contract, release from performance; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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6	Legal Expert	Preferably LLB or equivalent qualification from a reputable institution	Preferably 15 years of general experience and Preferably 10 years of relevant experience in legal capacity preferably working as senior lawyer or leadership level — with emphasis on contracting, corporate finance, and project finance, public sector and institutional reforms. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>Legal Expert will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Provide legal advice on contract management; • Negotiate the legal obligation of contracts with different service providers (being part of procurement teams); • Represent the PMU in legal disputes related to the contracts; • Develop guidelines and procedures for implementing legal services in an effective and result-oriented manner, ensuring that objectives and targets are met; correct inputs are provided; agreed procedures are followed up; and those outputs are produced in a timely fashion; • Provide other ancillary advice and support needed in connection with the above-mentioned tasks; • To ensure all contracts of PMU are in conformity with government laws and principles of justice; • Review The Khyber Pakhtunkhwa Local Government (Amendment) Act 2019 and other related legal frameworks/legislation for the provision of water supply, sanitation, and solid waste management services etc. and propose amendments where required for improving the service delivery; • Advise PMU on the legal implications of Project interventions and provide technical input and support in case of any disputes, legal notice, writ petition related to project matters including but not limited to land acquisition, legal matters pertaining to town planning, service matters, contract management, and labour laws, pleading and defending civil suits/cases, filing of appeals, vetting of contracts/agreements etc.;

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					<ul style="list-style-type: none"> • Assist in the preparation of responses to legal cases against the Project interventions, if any, and help in the resolution either through arbitration, court case or any other means within the legal and statutory framework; • Propose legal amendments and/or new legislation for tariff revision practice in accordance with Law; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

S#	Position	Qualification	Experience ¹	Preferable Age Limitation	Detailed Terms of Reference
7	Smart City Specialist	Preferably Master's Degree in information technology, urban/city planning, economics, government, business administration, systems engineering, sustainable development, governance or equivalent qualification in any relevant fields	Preferably 12 years of general experience and Preferably 5 years of recent experience (preferably in public sector) of (i) providing guidance to cities to lead their transformation into a Smart City, (ii) conceptualization and execution of economic development projects with Smart City concepts, (iii) implementing urban design projects with the use of technological tools, (iv) and developing strategies for Smart Cities with multidisciplinary groups. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience /	Preferably 35 to 70 years	Smart City Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none"> Analyze the status and potential of municipal services that could be improved using Smart City technologies/concepts, identifying the critical challenges and opportunities for moving forward with the implementation of a Smart City Action Plan; Develop a Smart City Action Plan for transforming the municipality into a Smart City to improve the efficiency of municipal management and promote local economic development in a systematic and sustainable way; Identify short-, medium- and long-term actions (and investment plans) for the municipality to facilitate its transformation, along with clear implementation methodologies, indicators and timelines; Work closely with the relevant CIUs and conduct resource assessment as well as current digital landscape analysis of the selected LG and related entities like WSSCs to identify potential scope of the smart city interventions; conducting needs assessment both from the supply (Government) and the demand (citizens) sides to identify high priority areas/demands that can be addressed through the smart solutions;

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			<p>relevant experience with international organization and Government Institutions.</p>		<ul style="list-style-type: none"> • Identify a portfolio of potential investment subprojects and potential resources for financing; • Review of available international/national best practices and key characteristics of enabling environments surrounding successful models of Smart City initiatives; developing detailed TORs for the recruitment of Smart City Planning and Implementation consulting firm (if required); • Develop high-quality concept notes for the selected Smart City solutions/projects; provide input in the evaluation of EOIs for Smart City Planning and Implementation consulting firm (wherever required); • Support PMU in the implementation of the Smart City Solutions by periodic review of the planning and implementation progress of the Smart City Implementation consultants and provide inputs wherever required; • Develop a high-level long-term province-wide Smart City Strategic Plan for the Local Government, Elections & Rural Development Department, Government of KP; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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8	Tourism Specialist	Preferably Master's degree in Economics/ Archeology/ Tourism/ Heritage conservation/ Public policy/ Public administration/ social sciences culture promotion, culture and arts business, or hospitality management or equivalent qualification	Preferably 10 years of relevant experience of working in the public/private sector, and Preferably 7 years of demonstrated relevant professional experience at the national level in culture development and promotion, also hands on experience of implementing plans for tourism promotion at city level. Knowledge of cultural and heritage sites of the project cities is highly desirable. Past experience of interacting with government officials, development partners and private sector representatives and their associations will be preferred. Preference will be given to those who possess relevant experience with	Preferably 35 to 70 years	<p>Tourism Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Document city-wise cultural and heritage tourism potential and identify cities wide cultural and heritage potential (especially low hanging fruit that could be materialized during the project implementation period e.g., Walled City renovation or any other idea along with suggestion on a business model for sustainable operation; • Carry out rapid assessment of the potential for the urban / cultural/ heritage / religious tourism sector in selected five cities which should include: (a) an analysis of current tourism demand and by distinct categories of cultural, heritage, religious, and city-wide recreational tourism, (b) preparation of an inventory of cultural, religious, and heritage tourism destinations, attractions, facilities, and amenities and identify the supply gaps, and (c) review and document existing legal framework, governance structure and reforms required to facilitate the growth in cultural, religious, and heritage tourism; • Based on the above analysis, select one or two cities and propose pilot trails development using the concepts which have already been implemented in other cities of Pakistan e.g. Lahore as successful models; • Develop a concept paper on the role of the different public/key private sector entities

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			<p>Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.</p>		<p>currently involved in city level tourism development and promotion;</p> <ul style="list-style-type: none"> • Identify and map: i) all the key attractions and requisite complementary and ancillary facilities and infrastructure available in the selected cities, and ii) the key facilities missing/required in the selected cities based on projected demands considering the sustainable carrying capacity and potential of these cities; • Identify the incentives required for inclusion and engagement of private sector and mobilizing/catalyzing commercial financing and involvement of public-private partnerships; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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9	Information, Communication & Technology (ICT) Specialist	Preferably Master's degree in information communication technology (ICT), computer sciences, or equivalent qualification.	Preferably 10 years general experience and Preferably 7 years of relevant experience at the national or international level in managing IT projects, development and implementation of smart cities applications, enterprise resource planning (ERP) implementations and other technological deployment. Prior experience in managing ICTs implementation in government sector is desirable. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and	Preferably 35 to 70 years	<p>Information, Communication & Technology (ICT) Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Support the Smart City Specialist in conducting basic preliminary level resource assessment with particular responsibility of conducting ICTs resources assessment of the selected LG/MCs and the related entities like WSSCs; • Assessment of gaps as well as high priorities assessment of required ICT's resources to implement smart solutions; • Review of available international/national best practices of ICT's model for Smart City interventions • Provide assistance to the Smart City Specialist in developing detailed TORs for the recruitment of Smart City Planning and Implementation consulting firm with specific responsibility of identifying developing ICTs/technology-related components; • Assist Smart City Specialist in developing high level concept notes for the selected Smart City solutions/projects with particular focus on the technical components/ICTs resource requirements and models; • Provide ICTs related technical input in the evaluation of EOIs for Smart City and ICT related procurements; • Overall management, implementation, quality assurance and monitoring of the Smart City and ICT solutions by continued technical review of

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			Government Institutions.		<p>the progress and providing required technical inputs;</p> <ul style="list-style-type: none"> • Installation/deployment, monitoring and commissioning of necessary ICT hardware, software and other equipment, setting up smart solution test conditions and parameters, pre-live quality assurance and application Audit, User Acceptance Test (UAT) and Go-Live etc.; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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10	Institutional Development Specialist	Preferably Master's degree in social sciences, Business and/or Public Administration, Law, Urban Development and Urban planning, Engineering, institutional development or equivalent qualification	Preferably 12 years of general experience and Preferably 8 years of demonstrated relevant professional experience at the national or international level in institutional capacity development and reforms. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>Institutional Development Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Review and document existing legal framework, governance structure, organizational hierarchy and recommend reforms through preparation of a Reform Paper; • Assess the existing organizational management, financial and institutional arrangements in place for the city's infrastructure management and utility services at provincial level, city level; in depth analysis and provide a section in the reform paper which covers review of WSSCs technical capacity, strategic planning ability and financial sustainability with special reference to KPCIP interventions; • Proactively support WSSCs and initiate and stimulate dialogue around technical issues with staff in partner organization; • Prepare institutional capacity building plan for each selected city along with implementation workplan; plan should cover reforms required in planning processes, quality assurance systems, M&E and business models to run the initiatives in more sustainable manner; • Provide technical inputs in monitoring, reporting and evaluation of all institutional reform and development activities during the course of project; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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11	Training / Capacity Building Specialist	Preferably Master's degree in social sciences, training and development, urban development/urban planning, institutional development, engineering, law, business management or equivalent qualification	Preferably 10 years of experience in project management, training, (and capacity building. Preferably 5 years of experience as training and capacity building. Excellent written and spoken communication skills in English; and experience in the Khyber Pakhtunkhwa region will be considered favorably. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>Training / Capacity Building Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Review and document existing organizational capacities of the selected cities with special reference to the utility services and city infrastructure management at provincial level, city level and WSSC's level, including their technical, management and IT related capacities; • Based on the analysis. prepare institutional capacity building plan (CBP) along with implementation workplan, requisite expertise requirements, and curriculum revisions required; • Briefly elaborate in the CBP about available material, resources, and centers for intuitional capacity development with special reference to the urban infrastructure management and utilities services bridge with institutes for requisite training programs; • Develop a reform paper for the exiting Local Government Academy, Peshawar training program/courses and devise a checklist along with timeframe to achieve successful role under the institutional capacity building component of the KPCIP; • The consultant will also: (i) review the profiles of existing staff with respect to their current responsibilities, and prepare a benchmark report on the capacity of the existing staff, (ii) identify needs for any trainings required to

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					<p>ensure optimum utilization of the staff potential, (iii) Identify the training needs and submit a training and capacity building plan for existing manpower (iv) develop specific training modules on introduction of best practices in municipal services operations (v) coordinate with the other Consultants hired under the Project, for an integrated approach to training and HR development, (vi) identify the External Training Programs, suitable for the different cadres of the WSSC staff for their capacity building, (vii) support HR team of the WSSC in developing and institutionalizing the capacity building/training programs of each WSSC based on the IRCB firm recommendations; (viii) establish performance/output-based parameters for staff performance based on their functional roles; and (ix) link performance and training with career progression of staff within WSSC etc.</p> <ul style="list-style-type: none"> • Support CIUs to develop short-, medium- and long-term programs to enhance their capacities; • Support CIUs and PMU in training programs execution in collaboration with academia and other specialized institutions; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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12	GIS Specialist	Preferably a Master's degree in GIS and Remote Sensing or equivalent qualification	Preferably 15 years of general experience with Preferably 10 years' of demonstrated relevant professional experience at the national or international level in spatial data development, and development and deployment of and GIS applications. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	<p>GIS Specialist will perform the following functions, including but not limited to:</p> <ul style="list-style-type: none"> • Document city-wise primary and secondary data required for Spatial sectoral plans implementation and execution of KPCIP interventions; • Review urban assessment studies, reports, maps and other multi source data including satellite imagery and digital elevation models (imagery of past events where possible and fresh imagery for baseline mapping, satellite record of urban sprawl, urban spread and their paths formed in vicinity, past urban delineation catalogue etc.), simulation and model suitability of project sites based on available data of exposure, population and census data, land use and land cover, infrastructure data etc.; • Review coping capacities of communities at risk and relevant government functionaries, urban risk assessment and indexing, presenting risk grading (low, medium, high) with respect to natural hazards and geographical locations of intervention sites; • Ensure the visual reporting of effects of Multi Hazard and Vulnerability Risk Assessment (MHVRA) faced by the project interventions sites/area for different hazards such as flood, seismic drought and climate and other climate induced hazards;

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					<ul style="list-style-type: none"> • Ensure the precision and product standards for purchasing of products like satellite image and Digital Elevation Model (DEM); • Lead Spatial Data Coordination, Quality Control of spatial databases & maps, Spatial data visualization & Enhancement, Capacity Building, Spatial Data Infrastructure, Disaster Management & Policy Formulation, GIS Working Group Meetings, etc; • Consult project stakeholders for standardization of visualization techniques representing KPCIP interventions and its association with existing and future infrastructure; • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.

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13	Municipal Finance Specialist	Preferably Certified / Qualified Accountant or Master's in Finance, Public Finance, Business Administration, Economics or equivalent qualification	Preferably 10 years of general experience and preferably 5 years of experience in Municipal Finance, Project Finance, Resource Mobilization, and Preparation of Financial Viability for Urban Infrastructure Investments. Preference will be given to those who possess relevant experience with Donors (ADB and WB) or their funded projects and overseas relevant experience / relevant experience with international organization and Government Institutions.	Preferably 35 to 70 years	Municipal Finance Specialist will perform the following functions, including but not limited to: <ul style="list-style-type: none"> • Provide technical support and coordinate the work of project cities on city investment plans and financial operating plans • In consultation with all stakeholders, suggest a dynamic formula for assessing user charges for all municipal services to the extent that at least the O&M cost of service delivery is fully covered by such charges • Review current revenue base of project cities, identify the actual potential of each revenue source, work out the difference between actual and potential revenues, and suggest measures to fill the gap • Identify reasons for gaps in application and collection of taxes / fees / other revenues and propose changes / improvement • Support training and capacity building specialist to design and implement training and capacity building program on resource mobilization to LGE&RDD and WSSCs staff and elected representatives of the city governments • Provide technical guidance to LGE&RDD to prepare policy guidance and notes on generation and management of municipal finance • Support WSSCs to identify finance options available for financing urban infrastructure through public-private partnership

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					<ul style="list-style-type: none"> • Conduct affordability analysis and gather information to prepare a sample financial model for the project for WSSCs • Support capacity building specialist to prepare specialized training materials/modules, process manuals, procedures, toolkits, guidelines and other related activities for undertaking capacity building programs on financial management • Develop realistic financial performance parameters and targets for the relevant urban service delivery • Perform any other tasks / assignment that may be assigned by PD, GoKP, LGE&RDD or ADB etc.