

GOVERNMENT OF PAKISTAN

BALUCHISTAN WATER SECURITY AND PRODUCTIVITY IMPROVEMENT PROJECT (BWSPIP)

Terms of Reference and Scope of Services

Qualifications and Terms of Reference

Consulting Services – Environmental Specialist (Individual Consultant) for Component B: Improvement of Quetta Water Supply Systems

1. Background

Quetta, the provincial capital of Baluchistan, faces severe water scarcity driven by rapid urbanization, declining groundwater levels, climate variability, and aging infrastructure. The city depends heavily on over-exploited alluvial aquifers, with extraction exceeding recharge, resulting in falling water tables and deteriorating water quality. The existing water supply system suffers from limited storage, inefficient distribution, high non-revenue water, and weak operation and maintenance, leading to irregular and inadequate access to safe drinking water.

To address these challenges, the Government of the Islamic Republic of Pakistan, through the Government of Baluchistan (GoB), with support of the World Bank (WB), is implementing the Baluchistan Water Security and Productivity Improvement Project (BWSPIP). The project development objective is to improve flood protection, increase access to water for productive use, and improve water supply service delivery in selected areas of Baluchistan.

The Improvement of Quetta Water Supply Systems (IQWSS) is a key sub-project under the BWSPIP, focusing on both infrastructure development and institutional strengthening interventions. The QWASA Project Implementation Unit (PIU) is responsible for the overall implementation and coordination of IQWSS activities. The sub-project includes a comprehensive set of activities such as improvement and rehabilitation of water supply and wastewater infrastructure, groundwater monitoring and management, assessment of bulk surface water transfers to Quetta, promotion of rainwater harvesting and watershed management, and strengthening the institutional capacity of Q-WASA.

The Environmental Specialist will directly report to the Project Director and will be based full-time at the QWASA-PIU. The responsibilities will include, but not be limited to:

- Conduct initial screening of the project to determine its environmental risk category.
- Identify potential environmental risks and impacts associated with project-financed interventions to improve urban water and sanitation infrastructure and services.

- Prepare and oversee the implementation of an Environmental and Social Management Plan (ESMP) that outlines mitigation measures, monitoring protocols, roles, responsibilities, and timelines.
- Ensure the ESMP addresses key issues such as biodiversity conservation, water quality, soil erosion, waste management, noise, air emissions, and community health and safety.
- Stakeholder consultations (including local communities, local authorities etc.) during project design and implementation.
- Prepare an environmental checklist for work packages/sites where full-fledged ESMP is not required.
- Ensure timely disclosure of environmental documents in accessible formats.
- Address grievances related to environmental and social impacts through established mechanisms.
- Ensure the project adheres to relevant provincial and national environmental laws, regulations.
- Align project activities with World Bank Environmental and Social Standards (ESS) policies.
- Support Q-WASA PIU in integrating Environmental and Social Commitment Plan ESCP requirements (Labour Management Procedures (LMP), Environmental, Social, Health and Safety (ESHS) specifications, Codes of Conduct, dam safety measures) into bidding and contract documents.
- Monitor progress against ESCP implementation indicators and ensure ESCP reporting requirements are met.
- Evaluate relevant community health & safety risks (water ponds, vector breeding) per LMP requirements.
- Assess potential impacts on sensitive ecosystems (e.g., agriculture lands, riparian zones, local habitats).
- Recommend avoidance, minimization, or compensation measures for biodiversity loss, including adherence to the “mitigation hierarchy” (avoid, minimize, restore, offset).
- Prepare and manage an environmental monitoring program to track compliance with mitigation measures and regulatory conditions by all parties involved in the implementation (project supervision consultant, contractor). Prepare and manage an environmental monitoring program to track compliance with mitigation measures and regulatory conditions by all parties involved in the implementation (project supervision consultant, contractor, and other contracted third parties).
- Prepare regular monthly and quarterly environmental monitoring reports for project management and funding agency.
- Oversee contractor’s compliance with environmental requirements during construction and operation phases.
- Provide training to project staff, contractors, and local stakeholders on environmental requirements and best practices.

- Support the integration of environmental considerations into operational decisions.
- Incorporate climate resilience and disaster risk reduction principles into environmental planning (e.g., ensuring water supply infrastructure is resilient to droughts, extreme heat, and seismic risks, and does not exacerbate groundwater depletion or urban flooding)
- Maintain comprehensive records of all environmental assessments, monitoring data, and stakeholder engagement activities.
- Support internal and external audits or reviews by regulatory bodies.
- Recommend adjustments to project operations based on monitoring results or unforeseen environmental impacts.
- Ensure feedback loops between monitoring, reporting, and adaptive management actions.
- Conduct regular visits of project sites during construction and prepare compliance and progress reports as and when required.
- Ensure implementation, monitoring, and reporting of Occupational Health and Safety (OHS) obligations as identified in the LMP and other pertinent documents. Organize meetings, as and when required, with all the environmental team of project partners for “environmental progress review” of the project to review any non-compliance and progress of environmental management in the project.
- Prepare monthly and quarterly progress report of the project in coordination with QWASA - PIU and ensure timely submission to the Project Director and World Bank.
- Maintain a record of environmental documentation and disclosure, including EIAs, ESMPs, and monitoring reports, ensuring that all records are up-to-date and accessible for review by the World Bank and other stakeholders and disclosed.
- Use and update the Geo-Enabling Initiative for Monitoring and Supervision (GEMS) and the Project Management Information System (PMIS) to manage environmental monitoring data and integrate geo-tagged evidence.
- Close coordination with QWASA - PIU, project design and supervision consultants, monitoring and evaluation consultants and contractors.
- Undertake any other duties related to the project as directed by the Project Director.

2. Qualification and Experience

- Master’s degree in Environmental sciences, Environmental Management, Natural Resource Management, Environmental Engineering, Chemical Engineering or comparable discipline.
- Minimum seven (07) years of professional post-qualification working experience in public/private organizations, preferably in the development sector.
- Knowledge of national and international environmental and social regulations, including environmental and social impact assessments, as required by national/international institutions.
- Experience working in Balochistan or similar regions, with an understanding of the

unique geographic and socio-economic challenges in infrastructure development.

- Proficiency in local languages and the ability to effectively engage with local communities will be a significant advantage.
- Familiarity with environmental policies in international donor-funded projects will be an advantage

3. Salary and Benefits

A market-based, competitive salary (lump sum with no additional benefits) will be offered based on qualifications and experience.

4. Time frame of Consultancy

The services of the Consultant will be acquired for the duration of the Project, but may be reduced subject to conditions that will be included in the consultancy agreement/contract.

5. Selection Process:

Consultants shall be selected following the procedures set out in the World Bank Procurement Regulations for IPF Borrowers (Fifth Edition, September 2023), under Open Competitive Selection of Individual Consultants.