



**Government of Maharashtra
Maharashtra Institution for Transformation - MITRA
Planning Department**

5th Floor, Nirmal, Nariman Point, Mumbai-400021

Office Tel. No. 022 69979440

Email: admin-mitra@mah.gov.in

**Advertisement / Terms of Reference for Contractual Engagement under KM-PMU, MUWREP
Specialist - Social Development & Gender**

Item	Details
Programme	World Bank-assisted Maharashtra Urban Water Supply, Sanitation and Reuse Program (MUWREP)
PMU	Knowledge Management PMU (KM-PMU), MITRA
Position	Specialist - Social Development & Gender
Level / Nature	Senior social development and gender specialist role
Number of posts	One
Place of posting	MITRA, Mumbai; with travel/coordination as required for MUWREP
Engagement type	Contractual engagement through open advertisement
Approved remuneration	Rs. 2,00,000 per month, consolidated
Selection authority	Open advertisement on contract. Selection of KM-PMU posts shall be done by the committee headed by Joint CEO, MITRA and approved by CEO, MITRA.

Purpose of Assignment

To support KM-PMU on social development, gender inclusion, stakeholder engagement, citizen feedback and social performance across MUWREP.

Scope of Work

- Provide social development and gender inputs to KM-PMU's results monitoring and policy support work.
- Review stakeholder engagement, gender, inclusion and grievance data from PMUs/PIUs and consultants.

- Support design and monitoring of citizen engagement, gender inclusion and social accountability indicators.
- Prepare briefs on social risks, mitigation measures, inclusion strategies and good practices.
- Coordinate with implementation entities for timely reporting and issue escalation.
- Contribute to mid-term/end-programme evaluation and third-party impact assessments.

Essential Qualifications and Experience

- Post-graduate degree in Social Work, Sociology, Gender Studies, Development Studies, Public Policy, Urban Planning, Rural/Urban Development, or related field.
- Minimum 15 years of relevant experience in social development, gender inclusion, stakeholder engagement, community participation, grievance redressal or safeguards.
- In exception to the above, the minimum experience requirement will be 5 years for candidates having experience of working with/for a Multilateral Development Bank (MDB), MDB-funded programme or equivalent development-finance institution or graduation/post-graduation from Institutions of Eminence, Institutes of National Importance or equivalent reputed Institutions/organizations; or extraordinary domain ability relevant to the assignment.

Desirable Experience / Competencies

- Experience with World Bank/ADB/JICA social safeguards, stakeholder engagement plans, gender action plans or citizen engagement systems.
- Experience in water, sanitation, health, urban development or local government programmes.
- Strong field coordination, facilitation, documentation and analytical writing skills.
- Excellent written and oral communication skills in English; working knowledge of Marathi/Hindi will be an advantage.
- High integrity, ability to work in a government environment, and capacity to deliver high-quality outputs under timelines.

Key Deliverables

- Monthly social development and gender status note.
- Inputs for citizen engagement, grievance and inclusion dashboards.
- Policy notes on gender and social inclusion in urban water/sanitation.
- Mission/evaluation support material on social development outcomes.

Reporting and Coordination

- The position shall report to the Deputy Programme Director / Joint CEO MITRA or any officer designated by CEO MITRA.
- The selected candidate shall coordinate with PMU-1, PTMU, PMU-2, PIUs, Urban Development Department, DEA/GoI, World Bank teams, consultants and other stakeholders as directed.

Contract Terms

- The engagement shall be contractual and governed by terms issued by MITRA / Government of Maharashtra under MUWREP.
- The approved remuneration is consolidated and inclusive of all routine allowances unless otherwise specifically approved.



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- Continuation shall be subject to performance, programme requirement, availability of funds and approval of the competent authority.
- MITRA reserves the right to modify, cancel or withdraw the advertisement/selection process without assigning reasons.

Application Instructions

- Eligible candidates may submit their application in the prescribed format with CV, educational certificates, experience certificates and a brief statement of suitability.
- Shortlisted candidates may be called for interview/presentation/written assessment as decided by the Selection Committee.

General Conditions

The engagement is purely contractual and shall not confer any right to regular appointment in MITRA or Government of Maharashtra. Canvassing in any form shall lead to disqualification. Original documents shall be verified before final engagement. The decision of the competent authority shall be final.

(Aman Mittal)

Deputy Project Director - MUWREP / Joint Chief Executive Officer - MITRA
Maharashtra Institution for Transformation, Government of Maharashtra