



**THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR**

**MINISTRY OF WATER, ENERGY AND MINERALS**

**SUSTAINABLE RURAL WATER SUPPLY AND SANITATION PROGRAM (SRWSSP)**

**TERM OF REFERENCE (TOR)**

**CONSULTANCY SERVICE FOR CONDUCTING OF A BASELINE SURVEY ON SANITATION (WASTE WATER ACCESS) AND DEVELOPMENT OF FEACAL SLUDGE & WASTE WATER MANAGEMENT STRATEGY, DETAILED DESIGN AND TENDER DOCUMENTS IN ZANZIBAR.**

**May, 2026**

## Terms of Reference

### 1 **Background**

The World Bank has supported the Government of United Republic of Tanzania to design and implement the Sustainable Rural Water Supply and Sanitation Program (SRWSSP) to increase sustainable access to rural water supply and sanitation services all rural districts in Tanzania. The program consists of two major elements: Program-for-Results (PforR) and Investment Project Financing (IPF). The PforR component focuses on achieving specific results and outcomes as a condition for disbursement of funds. This approach emphasizes accountability and performance by linking financing directly to measurable results. It is designed to enhance the efficiency and effectiveness of public expenditure by incentivizing improvements in service delivery. The IPF component provides funding for specific investment projects that are critical to the development agenda of Tanzania. This financing model supports the implementation of projects that require significant upfront capital investment for water infrastructure development, capacity building, and technical assistance. In Zanzibar, the water sector is being included in the program for the first time under the Investment Project Financing (IPF) component, marking a significant milestone in efforts to improve water supply and sanitation services. This integration allows for targeted investments to strengthen the reform agenda and regulatory frameworks, build technical capacity, and enhance the financial sustainability of service delivery.

Moreover, Zanzibar's water and sanitation sector is undergoing a pivotal transition, marked by a strong government commitment to undertake all reforms and improve service delivery, since the sector continues to face several challenges, including limited institutional capacity, fragmented governance, and underdeveloped infrastructure and service delivery systems for both water resources management and WASH services. Further constraints include over-reliance on vulnerable groundwater sources, low sanitation coverage and operational inefficiencies in water utility service delivery since the existing Water Act (2006) does not have any regulations relating to sanitation and hygiene, and there is no setup for coordination of the departmental activities to ensure equitable access to both water and sanitation. However, recent developments, most notably the launch of the 2025 Water and Sanitation Policy, demonstrate a clear intent to address these constraints and set the sector on a transformative path. Supporting the Government of Zanzibar in fully implementing this reform agenda presents a timely opportunity to strengthen regulatory frameworks, build technical capacity, provide targeted technical assistance to the Government of Zanzibar through the IPF component and enhance the financial sustainability of service delivery within the Ministry of Water, Energy and Minerals (MoWEM).

A Sanitation Infrastructure Conceptual Design Report was completed in April 2026 under the BEST-Z grant (Protecting Zanzibar's Groundwater, Coastal and Marine Resources from Poorly Managed Sanitation for Blue Economy). The report adopts a City Wide Inclusive Sanitation (CWIS) framework as a means of solving Zanzibar's poor sanitation management, through improvement of sanitation value chain and adopting various treatment technologies, namely, Decentralised Wastewater Treatment Systems (DEWAS), Wastewater Treatment Plant (WWTP) and Faecal Sludge Treatment Plant (FSTP) based on their suitability to respective areas. The report establishes the technical baseline for sanitation infrastructure

planning on Unguja Island. It defines the proposed ultimate-year (2050) capacities for key facilities, including a Wastewater Treatment Plant (WWTP) at Kisakasaka to be developed in three phases: Phase I (80,000 m<sup>3</sup>/day), Phase II (15,000 m<sup>3</sup>/day), and Phase III (11,500 m<sup>3</sup>/day). The plan also provides for Faecal Sludge Treatment Plants (FSTPs) at Paje (35 m<sup>3</sup>/day), Pwani Mchangani (75 m<sup>3</sup>/day), Mahonda (40 m<sup>3</sup>/day), Dole (120 m<sup>3</sup>/day), and Fumba (115 m<sup>3</sup>/day), alongside the rehabilitation of the existing Kibele FSTP. In addition, two Decentralized Wastewater Treatment Systems (DEWATS) are proposed at Chuini, with a combined treatment capacity of 2,030 m<sup>3</sup>/day. It further recommended that FSTPs be procured under a Design, Build, Operate, and Transfer (DBOT) model. The consultant shall build directly upon this existing work and shall not duplicate analysis already undertaken.

**2 Project Area Description**

Zanzibar is a semi-autonomous archipelago of the United Republic of Tanzania located in the Indian Ocean comprising the main islands of Unguja and Pemba. Pemba is situated about 50 km to the northeast of Unguja.

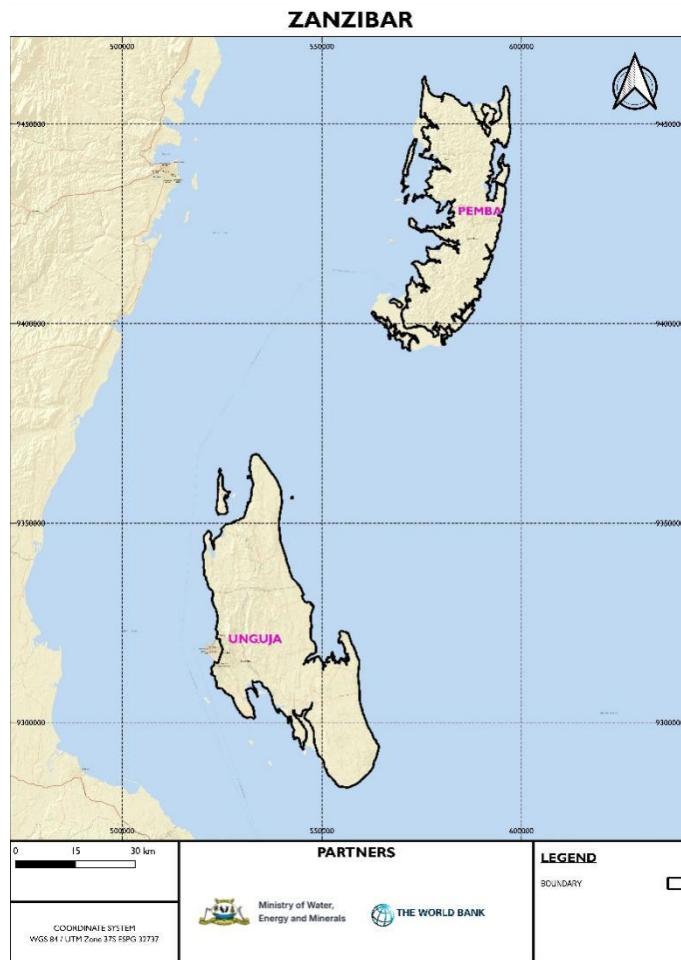


Figure 1:Zanzibar Map

The total land area of Zanzibar is approximately 2,563 km<sup>2</sup>, with Unguja covering about 1,575 km<sup>2</sup> and Pemba about 988 km<sup>2</sup>. Administratively, Unguja is divided into regions including Mjini Magharibi (Urban West), Kaskazini A, Kaskazini B, Kati, and Kusini, while Pemba comprises two regions: Kaskazini Pemba and Kusini Pemba.

According to the 2022 Population and Housing Census, Zanzibar has a total population of 1,889,773, with the majority residing in Unguja, particularly in the urbanized Mjini Magharibi region, and about 543,000 inhabitants in Pemba.

Topographically, Unguja is generally low-lying with gently undulating terrain ranging from sea level to about 128m above sea level. It is characterized by coastal plains, coral rag formations particularly in the eastern parts, and slightly elevated central-western zones. Pemba is more undulating and hilly with elevations reaching approximately 119m and features more dissected terrain with valleys and ridges.

The soils of Unguja are predominantly coral rag and sandy soils along the eastern and coastal areas, which are shallow and less fertile, while the western parts have deeper alluvial and clay soils suitable for agriculture. In contrast, Pemba has relatively more fertile clayey and loamy soils with higher moisture retention supporting intensive agriculture.

The climate of Zanzibar is tropical humid with a bimodal rainfall pattern consisting of long rains from March to May and short rains from October to November. Average annual rainfall ranges between 1,500mm and 2,000mm, with temperatures typically between 25°C and 32°C and high humidity throughout the year.

## **2.1 Conceptual Design Findings**

The conceptual design for sanitation infrastructure in Unguja integrates both decentralized and centralized systems. In high-density urban zones, particularly Mjini and Magharibi, a centralized WWTP is proposed at Kisakasaka. The site was selected for its adequate land availability to accommodate Waste Stabilization Ponds. This facility is prioritized under Phase I to address urgent sanitation needs and will be progressively expanded to reach its ultimate design capacity by 2050. The phased capacities are as follows: Phase I – 80,000 m<sup>3</sup>/day; Phase II – 15,000 m<sup>3</sup>/day; and Phase III – 11,500 m<sup>3</sup>/day.

To complement the centralized system and serve non-sewered and peri-urban areas, a network of FSTPs will be strategically distributed across the island:

- Paje (35 m<sup>3</sup>/day) serving Kusini;
- Pwani Mchangani (75 m<sup>3</sup>/day) covering Kaskazini A and parts of Kaskazini B and Kati along the eastern coast;
- Mahonda (40 m<sup>3</sup>/day) serving Kaskazini B;
- Dole (120 m<sup>3</sup>/day) serving non-sewered parts of Mjini Magharibi
- Fumba (115 m<sup>3</sup>/day) serving Mjini and Magharibi.

Additionally, the existing FSTP at Kibele will be rehabilitated to improve its capacity and better integrate it into the overall sanitation framework.

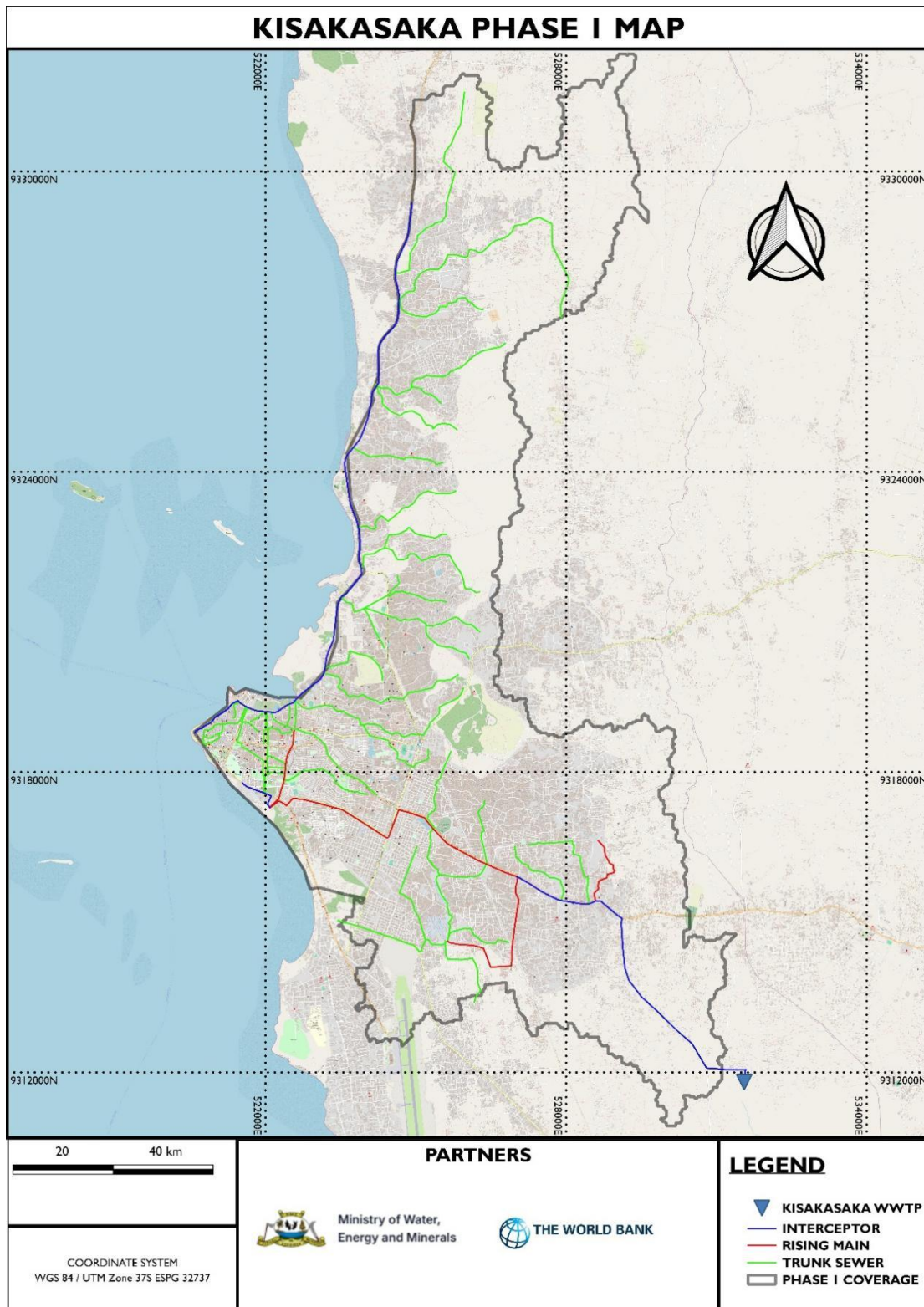
For localized communities not connected to the sewer network, particularly in Chuini, two DEWATS units with a combined treatment capacity of 2,030 m<sup>3</sup>/day are proposed. These units offer an efficient and modular solution for decentralized wastewater management.

### **2.1.1 Kisakasaka System**

#### **Phase I Works**

Phase I Works will serve the densely populated Mjini and Magharibi areas, with a calculated wastewater demand of 80,000 m<sup>3</sup>/day. The proposed Wastewater Treatment Plant (WWTP) at Kisakasaka for Phase I will occupy approximately 130 hectares and will be supported by a sewer network of about 180 km, comprising interceptors, rising main, lateral sewers, and trunk sewers.

Five pumping stations are planned at Saateni, Kilimani, Maili Tano, Mombasa (low-lying inland lake areas), and Fuoni (low inland lakes). The sewer network will collect wastewater from the northern parts of Magharibi A and convey it towards Saateni and Stone Town. Flows from Stone Town will be directed to Kilimani, from where a rising main will pump the wastewater to the Maili Tano area. From Maili Tano, the wastewater will gravitate to the Kisakasaka WWTP.



*Figure 2:Kisakasaka System Phase I*

## **Phase II**

Phase II works will primarily cover the Magharibi B area, with an estimated wastewater generation of 15,000 m<sup>3</sup>/day. The system will be supported by a sewer network of approximately 55 km, comprising interceptors, rising mains, lateral sewers, and trunk sewers. Wastewater from this area will gravitate towards Buyu, from where it will be pumped to Maungani. From Maungani, the wastewater will then gravitate to the Kisakasaka WWTP. The Phase II treatment area is estimated to occupy approximately 25 hectares.

## **Phase III**

Phase III works will mainly serve the eastern parts of Magharibi A and the Kati area. This phase has an estimated wastewater generation of 11,500 m<sup>3</sup>/day and will be supported by approximately 55 km of sewer network, including interceptors, lateral sewers, and trunk sewers. Wastewater from these areas will gravitate directly to the Kisakasaka WWTP. The Phase III treatment area is estimated to occupy approximately 20 hectares.

### **3 Objective (s) of the assignment**

The objective of this assignment is to provide technical support to the Ministry of Water, Energy and Minerals, to undertake a baseline survey, development of Faecal Sludge Management (FSM) and wastewater strategy, and detailed designs, and tender documents for priority infrastructures in Zanzibar. The consultancy will build on the findings of the BEST-Z Conceptual Design Report and masterplan to detailed engineering design and procurement-readiness, ensuring continuity with existing technical decisions on technology selection, site identification, and infrastructure sizing. The Conceptual Design Report will be provided to the selected firm upon contract signing. In parallel, KFW will commence the preparation of a Sanitation Master Plan for Zanzibar in May 2026, with an anticipated duration of 12 months, with an anticipated duration of 12 months. The assignment shall be aligned with, and build upon, the outcomes of this ongoing Sanitation Master Plan.

### **4 Scope of the consulting services and specific tasks**

The scope of the assignment entails:

- Carrying out Inception Activities;
- Confirmation of Project Feasibility;
- Organization of two Stakeholders Workshops;
- Carrying out field surveys;
- Carrying out Detailed Engineering Designs; and
- Preparation of Tender Documents.

The Specific Tasks are described below:

- 4.1 **Carrying out Inception activities:** The project inception activities are intended to familiarize the Consultant with the prevailing situation and baseline regarding the

project. The consultant is expected to review available documentation and undertake an initial visit to the project area before preparing a detailed Inception Report. The Inception Report shall be informed by the following activities and shall contain a detailed methodology for carrying out the assignment and the work plan for implementation of the consultancy services. The Inception Report shall also contain a detailed Stakeholder Engagement Plan as guided by the Project's Stakeholder Engagement Framework (SEF). The project inception activities are intended to:

- (i) Inform and sensitize the community on the proposed activities and the consultancy assignments;
- (ii) Review the available documentation including the Water and Sanitation Master Plan for Zanzibar (under preparation);
- (iii) Updating Sanitation Infrastructure Conceptual Design Report for Unguja Island and Developing a similar Conceptual Design Report for Pemba;
- (iv) Assess and give an overview of the status of existing water, sanitation, hygiene, drainage, energy and transportation infrastructure within the project area. The baseline survey shall be designed to complement and update — not replicate — the data already available from the BEST-Z Conceptual Design Report and related studies. The survey shall cover areas and population groups not adequately captured in existing data, with priority given to: (a) Pemba Island, for which baseline sanitation data is limited; (b) rural districts of Unguja not covered by the Conceptual Design Report's urban focus; and (c) gender-disaggregated data on sanitation access, usage patterns, and willingness to pay. The survey methodology (quantitative and qualitative) shall be submitted for World Bank review and approval before data collection commences. All data collected shall be made available to MoWEM and the World Bank in a structured, accessible format (e.g., Excel or GIS-compatible database);
- (v) Collect relevant information available with the Client (e.g. maps, reports, population, geological, climatic data, etc.) and assess the information gaps that need to be plugged by the proposed study;
- (vi) Clearly define, in consultation with the stakeholders, the planning horizon for the proposed project clearly defining the base year as well as short-, medium- and long-term periods for the project. All subsequent analysis is to be based on the agreed planning horizon;
- (vii) Developing FSM & Wastewater Management Strategy and update the Sanitation Infrastructure Development Conceptual Design Report for Unguja Island. The strategy shall further address gender and social inclusion considerations, including: differential access to sanitation services by gender, income group, and geographic area; community acceptance of FSTP and DEWATS solutions; and the specific needs of women and girls in peri-urban and rural communities. The strategy shall explicitly address the risk of climate change on the proposed infrastructure, including sea-level rise, increased rainfall intensity, and saltwater intrusion into coastal aquifers, and shall recommend climate-resilient design parameters accordingly.
- (viii) The Consultant shall develop and execute a Community-Led Total Sanitation (CLTS) strategy focused on groundwater contamination hotspots, including community mobilization to eliminate open defecation, promoting basic

household sanitation improvements, and behavior change communication to encourage use of public water services over private wells

- (ix) Undertaking conditional assessment of the existing wastewater and faecal sludge infrastructure in Zanzibar as well as wastewater management and FSM practices. The Consultant shall determine the costs needed to rehabilitate the non-operational Kizimbani FSTP and the overloaded Kibele plant;

4.2 **Confirmation of project feasibility:** For both Unguja and Pemba Islands, conduct confirmatory feasibility studies and preliminary designs for the proposed infrastructure investments, including screening for potential environment and social impacts, involuntary resettlement, and impacts on vulnerable and marginalized groups (indigenous persons) as per the screening checklists and guidance provided in the project's Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), and Vulnerable and Marginalized Groups Framework (VMGF), preliminary cost estimates, and economic analysis of proposed investments. Carry out socio-economic surveys of the project area to establish economic and social characteristics of the residents. Other tasks will include;

- Delineation of areas (in Pemba and Unguja Island) that can be served by centralized wastewater management system, decentralized wastewater management systems, DEWATS and Faecal Sludge Management System;
- Undertaking wastewater and faecal sludge sampling, testing and analysis. Sampling shall be done from at least three outfalls in Unguja and at each of the existing FSTP in Unguja and Pemba. Proposed sampling and testing methodology is presented in Sanitation Infrastructure Conceptual Design Report;
- Preparation of infrastructure layouts for each delineated area. Propose locations for installation of Wastewater Management, DEWATS and FSM facility and the acreage required. The consultant should conduct a thorough site assessment to understand the topographical, geological, geotechnical, environmental, and socio-economic context. This includes evaluating soil conditions, hydrology, existing infrastructure, and proximity to communities;
- Analysis of various technological options for each delineated area as well as waste to value options and the residents acceptability of the options and their willingness and ability to pay for sanitation services. The selection of technologies should consider factors such as cost, scalability, environmental impact, and community acceptance;
- Estimation of required investment for development of sanitation infrastructure in Zanzibar
- Identify funding sources for the estimated investment.
- Identify the required investments for the short-term works, medium term works and the long term works and prioritize the investment to be implemented after discussions with the client, stakeholders and based on available budget;

4.3 **Organization of Stakeholders Workshop:** The two workshops, one for Unguja Island and the other for Pemba Island will be organized to present to the stakeholders the proposed investments. The Consultants and the stakeholders to agree on the prioritized works for immediate implementation based on available budget. It is expected that the

Consultant will organize and pay for all logistics of the workshop of keys stakeholders under this assignment. Approximately 40 people are expected to attend each workshop. The Consult will present in the workshop:

- Wastewater and FSM Strategies for both Unguja and Pemba Islands;
- Total required investment for improvement of sanitation in both Unguja and Pemba Islands and possible funding sources;
- Identified works to be implemented in short term, medium term and long term
- Prioritized works for detailed designs and implementation based on available budget

#### 4.4 **Carrying out field survey:**

The Consultant shall undertake the following surveys and investigations:

- Set out ground controls and tie them to the national grid.
- Carry out profile surveys for all proposed sewers, including interceptors, trunk sewers, and laterals.
- Conduct detailed topographical surveys of the proposed WWTP, DEWATS, and FSTP sites.
- Perform core drilling and excavation of test pits as appropriate, followed by laboratory testing of soil and rock samples in an approved laboratory and analysis of the results.
- Determine soil bearing capacities at relevant locations.

In addition, the Consultant shall carry out geotechnical surveys along the entire sewer alignment (approximately 180 km) as well as at the WWTP, DEWATS, and FSTP sites to establish depth to rock and soil characteristics. Percolation tests shall also be conducted at the selected WWTP and FSTP sites to determine the depth to the water table and soil permeability.

#### 4.5 **Carrying out Detailed Engineering Designs:** Develop Design Standards and Criteria. Undertake Detailed Engineering Design of prioritized works. Design and cost estimation of O&M System. Conducting ESIA (including ESMP), RAP including Asset Register and Valuation Report of the prioritized works. Development of regulatory, legal and institutional framework.

- Detailed designs shall be prepared for prioritized works for which budget will be available and shall entail detailed designs of interceptors, trunk sewers, manholes, pumping stations, WWTP, FSTP etc
- Designs shall conform to Tanzania's DCOM Manual and the World Bank's Citywide Inclusive Sanitation (CWIS) framework.
- The consultant shall develop detailed designs for Faecal Sludge Management (FSM) and wastewater projects which will ensure readiness for the implementation.
- Operational Plan: The consultant shall outline an operational plan that details how the facilities will function, including processes for collection, treatment, and disposal or reuse of faecal sludge and wastewater. This plan should also address maintenance requirements and staffing needs.

- The consultant shall ensure that the designs comply with environmental regulations and incorporate measures to mitigate any potential negative impacts on the environment and local communities. This may involve conducting environmental impact assessments (EIAs) and stakeholder consultations.

4.6 **Preparation of Tender Documents:** Preparation of final procurement documents for the designed infrastructure incorporating at minimum appropriate qualification requirements {technical and financial qualifications, personnel, financial resources, and equipment}, bills of quantities/scope of works, specification, environmental and social requirements, drawings, conditions of contract (FIDIC Red Book for Design-Bid-Build Contract and Gold Book for DBOT) and draft construction works programme. The Tender Documents to Comprise of Lot 1 (Works in Unguja Island and Lot 2 (Works in Pemba Island). The procurement documents need to include construction stage elements of the ESMP, specifying works to be carried out by the contractor. Guidelines to include ESMPs in procurement and contract documents as provided in the ESMF. Preparation of the ESMP and RAP cost estimates.

- **Tender Documents:**
  - Prepare Tender documents including bills of quantities, specifications and detailed engineering drawings.
  - Provide a full set of tender documents for the contract package.
  - Tender documents for FSTP procurement shall be structured in accordance with the DBOT model as recommended by the Conceptual Design Report. The consultant shall include, as part of the tender package: draft DBOT contractual terms; performance specifications for operation and maintenance; and a tariff and cost-recovery framework compatible with the regulatory mandate of ZURA. The consultant shall support market sounding exercise on DBOT and if non-responsive they will revert to a different procurement approach.
  - Tender Invitation: The consultant shall prepare a clear and comprehensive invitation to tender that outlines the project scope, objectives, timeline, and eligibility criteria for bidders.
  - Scope of Work: The consultant shall Define the scope of work in detail, specifying all tasks that the contractor will be responsible for. This should align with the detailed designs and technical specifications.
  - Contractual Terms: The consultant shall develop contractual terms and conditions that govern the relationship between the project owner and the contractor. This includes payment schedules, performance guarantees, penalties for non-compliance, and dispute resolution mechanisms.
  - Evaluation Criteria: The consultant shall establish clear evaluation criteria for assessing bids. This may include technical capability, experience, financial stability, proposed timelines, and cost competitiveness.
- **Cost Estimation:** The consultant shall prepare a detailed cost estimation for the entire project, including capital costs (construction, equipment) and operational costs (maintenance, staffing). This estimation should be based on current market rates and include contingencies for unforeseen expenses.

- **Technical Specifications:** The consultant to develop detailed technical specifications for all components of the FSM and wastewater systems. This includes treatment facilities (e.g., anaerobic digesters, composting units, wastewater treatment plants), collection systems (e.g., sewers, vacuum trucks), and disposal or reuse options.
- **Engineering Drawings:** The consultant should create comprehensive engineering drawings that illustrate the layout, dimensions, and configurations of the proposed facilities. This should include plans for civil works, mechanical systems, electrical systems, and any necessary landscaping.

## **5 Duration and location of the assignment**

The assignment is to be performed for an estimated duration of 12 calendar months as follows from contract commencement date. The contract duration is comprised of:

(a)	Project Inception	1.0 Calendar Months
(b)	Project Feasibility	3.0 Calendar Months
(c)	Stakeholder’s Workshop	1.0 Calendar Month
(d)	Field Survey	2.5 Calendar Months
(e)	Detailed Designs	2.5 Calendar Months
(f)	Preparation of Tender Documents	2.0 Calendar Months

The location of the assignment is in Unguja and Pemba Islands of Zanzibar, Republic of Tanzania.

## **6 Reporting requirements and timelines for submission of deliverables**

<b>Deliverable</b>	<b>Description</b>	<b>Timeline (from start of contract)</b>
1. Inception Report	Inception report outlining methodology, detailed work plan, approach, and implementation framework for, detailed designs, tender documents, and baseline survey	4 weeks after contract signing
2. Report on optimization of technology and prioritization of investment based on available budget	Report on optimization of technology and prioritization of investment based on available budget indicating <ul style="list-style-type: none"> <li>• Projection of Wastewater and faecal sludge generation;</li> <li>• Wastewater and faecal sludge characteristics;</li> <li>• developing FSM &amp; wastewater strategy</li> <li>• Infrastructure layouts</li> <li>• Technological options and optimum technology based, on available land</li> </ul>	16 weeks after contract signing

<b>Deliverable</b>	<b>Description</b>	<b>Timeline (from start of contract)</b>
	<ul style="list-style-type: none"> <li>• Waste to Value Options based on community preference and wastewater/faecal sludge characterization;</li> <li>• Project viability based willingness and ability to pay</li> <li>• Proposed investments for short term, medium term and long term.</li> <li>• Prioritized works based on available budget</li> </ul>	
3. Stakeholder Consultation Report	Report on stakeholder engagement workshops conducted in Unguja and Pemba to present prioritized Works	5 months after contract signing
4. Field Survey Reports	<ul style="list-style-type: none"> <li>• Topographical Survey Report</li> <li>• Geotechnical Survey report</li> <li>• Percolation test Report</li> </ul>	7.5 months after contract signing
5. Detailed Design Report,	<ul style="list-style-type: none"> <li>• Detailed Engineering Design Report,</li> <li>• ESIA Report (including ESMP),</li> <li>• RAP Report including Asset Register and</li> <li>• Valuation Report of the prioritized works.</li> </ul>	10 Months after contract signing
6. Tender Documents and Engineer's Cost Estimates	<ul style="list-style-type: none"> <li>• Tender Documents and Engineer's Cost Estimates for Design-Bid-Build Works (Red Book)</li> <li>• Bidding Documents and Engineer's Cost Estimates for DBOT Works (Gold Book)</li> </ul>	12 Months after contract signing

All the reports shall be ORIGINAL submitted in A4 format, except only the Detailed Engineering Drawings which shall be presented in both A3 and A1 bound sets plus originals. All the deliverable shall be suitable for monochrome photocopying, i.e. figures and charts should not use color alone for identification purposes. All reports shall include a signed and dated Letter of Submission, a Table of Contents and an Executive Summary, in addition to the report text.

## **7 Payment schedule/Remuneration**

The proposed payment schedule is tabulated below based on deliverables/reports.

**Table 2: Payment Schedule**

<b>No.</b>	<b>Deliverable</b>	<b>Payment (% of total contract)</b>
1	Inception Report including Baseline Survey Report on Sanitation (Wastewater Access) FSM & Wastewater Strategy Report	15%
2	Report on optimization of technology and prioritization of investment based on available budget	20%
3	Stakeholder Consultation Report	10%
4	Fieldwork Survey Reports (Topographical Survey Report, Geotechnical Survey Report, Percolation test Report of prioritized Works)	30%
5	Detailed Design Report, Environmental and Social Impact Assessment (ESIA) Report and Resettlement Action Plan (RAP) Report for the prioritized works	15%
6	Tender Documents and Engineer's Cost Estimates for the prioritized works under Design-Bid-Build and/or Design Build, Operate and Transfer.	10%
		100%

## **8 Minimum requirements for Consultant's qualifications and experience**

The shortlisting criteria for the Consultant shall be:

- 8.1 **Core business and years in business:** The Consultant shall be registered/incorporated as a consulting firm with the with core business in the field of water supply and sanitation systems covering feasibility studies, designs, environmental and social impact assessments (ESIAs), resettlement action plans and (RAP) for a period of a minimum of then (10) years.
- 8.2 **Relevant experience:** The Consultant shall demonstrate as having successfully executed and completed at least 3 assignments of similar nature, complexity and in a similar operating environment in the last 5 years. Details of similar assignments-Name and address of the client, scope, value, and period should be provided\_and submitted Expression of Interest should include enumeration of these similar past assignments.
- 8.3 **Technical and managerial capability of the Consultant:** The Consultant shall demonstrate as having the requisite technical capacity and managerial capacity to undertake the assignment in the submitted company profile(s).

The assignment requires a firm or consortium with expertise and specific experience in (i) implementation of rural water supply and sanitation project in Tanzania and (ii) work with development partners, World Bank specifically. Firms may associate to enhance their qualifications.

### **9 Team composition and qualification and experience requirements for the key experts**

The Consultants shall be well qualified and experienced key experts as required and appropriate for completion of the exercise. They should possess necessary resources to undertake services of such nature including equipment and software required to execute the assignment. The key experts shall personally carry out (with assistance of other non-key experts/ staff deemed appropriate) the services as described in this Terms of Reference (ToR).

**Table 3: Key Experts and their minimum qualification**

<b>Position</b>		<b>Basic requirements</b>
K-1	Team Lead	<ul style="list-style-type: none"> <li>• Relevant Master’s degree in civil or environmental engineering or sanitation engineering;</li> <li>• At least 10 years’ relevant work experience;</li> <li>• Validly registered and holding a current practising license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;</li> <li>• He/she must have prior experience of leading teams on analytical and advisory assignments in water supply and sanitation;</li> <li>• Previous experience of working with the World Bank Group;</li> <li>• Experience working in Sub-Saharan Africa;</li> <li>• Proven strong analytical skills, and ability to produce clear and concise reports; and</li> <li>• Fluent in written and spoken English.</li> </ul>
K-2	Sanitation and FSM Specialist	<ul style="list-style-type: none"> <li>• Master's degree in Sanitation Engineering or a related field;</li> <li>• At least 10 years of relevant experience;</li> <li>• Validly registered and holding a current practicing license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;</li> <li>• Experience in WW/faecal sludge management system design and implementation;</li> <li>• Familiarity with Decentralized Wastewater Management Systems and DEWATS technology;</li> <li>• Familiarity with Waste to Value (Resource recovery) techniques</li> <li>• Familiarity with small island or water-scarce contexts preferred;</li> <li>• Fluent in written and spoken English.</li> </ul>

<b>Position</b>		<b>Basic requirements</b>
K-3	Geotechnical /Structural Engineer:	<ul style="list-style-type: none"> <li>• Bachelor's degree minimum (Master's preferred) in Civil or Structural Engineering;</li> <li>• At least 10 years of experience analysis, interpretation and supervision geotechnical works; and</li> <li>• Fluent in written and spoken English.</li> <li>• Validly registered and holding a current practicing license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;</li> </ul>
K-4	Environmental Safeguards Specialist:	<ul style="list-style-type: none"> <li>• Degree in Environmental Science, or a related field;</li> <li>• At least 10 years of experience integrating environmental safeguards into infrastructure projects, including procurement of Environmental Licenses and Preparation of Environmental Impact Assessments as well as Environmental Management Plan on DEWATS, Wastewater and Faecal Sludge Management Systems;</li> <li>• Familiarity with the World Bank Environmental and Social Framework (ESF) required.</li> <li>• Fluent in written and spoken English.</li> <li>• Validly registered and holding a current practising license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;.</li> </ul>
K-5	Social Safeguards Specialist	<ul style="list-style-type: none"> <li>• Degree in Social Science, or a related field</li> <li>• At least 10 years of experience integrating social safeguards into infrastructure projects, including gender-sensitive design and community engagement as well as preparation of Social Impact Assessments on DEWATS, Wastewater and Faecal Sludge Management Systems;</li> <li>• Familiarity with the World Bank Social Framework (SF) required</li> <li>• A minimum of eight (8) years specific field experience in conducting ESIA, SEA, RAPs and Gender Based Violence (GBV) in construction projects and donor funded projects of similar nature and conversant with conditions of Informal Settlements and,</li> <li>• Fluent in written and spoken English.</li> </ul>
K-6	Regulatory and Institutional Specialist	<ul style="list-style-type: none"> <li>• Master's degree in Environmental Engineering or a related field;</li> <li>• At least 5 years of experience advising on regulatory frameworks, tariff design, and institutional arrangements for public utilities;</li> <li>• Experience with DBOT contracts in sub-Saharan Africa preferred.</li> </ul>

Position		Basic requirements
K-7	Topographical Surveyor/GIS Specialist	<ul style="list-style-type: none"> <li>• Master's degree in land Survey and/or Geospatial Engineering or a related field;</li> <li>• At least 7 years of experience conducting topographical surveys on Engineering infrastructure (setting survey benchmarks, profile surveys, topographical survey etc) and must have carried out surveys for at least two (2) projects of similar scope, size and complexity</li> <li>• Practical knowledge of GIS and Kinematic Survey</li> <li>• The Topographical Surveyor shall be a professional Land Surveyor with proven experience in topographical survey in developing countries.</li> <li>• Validly registered and holding a current practising license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;</li> </ul>
K-8	Quantity Surveyor	<ul style="list-style-type: none"> <li>• The quantity surveyor shall have at least a B.Sc. in quantity surveying or Equivalent with minimum of Eight (8) years working experience and four (4) years in quantity surveying of projects of similar scope, size and complexity with proven success in the field of sewers and pump stations. He/she shall be responsible for tender documents, bills of quantities, engineering cost estimates, procurement schedules.</li> <li>• Validly registered and holding a current practising license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;</li> </ul>
K-9	Electro-mechanical Engineer	<ul style="list-style-type: none"> <li>• He/she shall be minimum bachelor engineering degree in major of electromechanical and has more than 10 years of experience including 2 similar projects.</li> <li>• Validly registered and holding a current practising license from a relevant professional body recognized in Tanzania or eligible for registration with a recognized professional body in Tanzania prior to contract commencement;</li> <li>• Knowledge of design of solar power supply system.</li> </ul>

All the Key Experts must be proficient in MS Office and documentation skills. In addition to the proposed Key Experts, the Consultant is expected to provide non-key experts. The Consultant will be responsible for their office support staff on site and head office. The cost of any support staff not highlighted in the list but which the consultant considers necessary will be deemed to have been included in the Consultant's Financial Proposal.

## **10 Estimated time-inputs for key experts**

The number of key experts and the estimated time input for each key expert for the assignment are presented in Table 4.

**Table 4: Estimated Time Inputs for Key Experts**

<b>S/No</b>	<b>Key and Support Staff</b>	<b>No.</b>	<b>Time-inputs (person-months)</b>
	<b>Key Experts</b>		
K-1	Team Leader	1	12
K-2	Sanitation and FSM Specialist	2	16
K-3	Geotechnical/ Structural Engineer	1	3
K-4	Environmental Safeguards and Social Specialist	2	4
K-5	Social Safeguards Specialist	2	4
K-6	Regulatory and Institutional Specialist	1	2
K-7	Topographical Surveyor/GIS Specialist	2	6
K-8	Quantity Surveyor	1	2
K-9	Electro-mechanical Engineer	1	4
<b>Total time input for Key Experts</b>			<b>53</b>
	<b>Non-Key Experts</b>		
N-1	CAD Technician	2	6
N-2	Valuer	1	2
N-3	Financial Expert	1	2
N-4	Socio-economist	1	2
<b>Total time input for Non-Key Experts</b>			<b>12</b>
<b>Combined Total time Input</b>			<b>65</b>

## **11 Management and accountability for the assignment**

The Consultant shall report to the Principal Secretary, Ministry of Water, Energy and Minerals, who is the contracting authority for this assignment. Day-to-day technical supervision will be provided by the Director of Engineering and Infrastructure within MoWEM.

The World Bank task team will participate in all stakeholder workshops, review all deliverables prior to no-objection, and conduct at least two supervision missions during the assignment period — one at the midpoint and one prior to final report submission.

The Consultant shall submit brief monthly progress notes (maximum two pages) to both MoWEM and the World Bank task team, flagging any emerging risks, delays, or scope issues. These are not formal deliverables and will not trigger payments, but are required as part of contract compliance. The Consultant shall designate a single point of contact (Team Lead) who will be available for weekly coordination calls with MoWEM and the World Bank throughout the assignment.

## **12 Obligations of the Client**

The Client will:

- (a) Provide the Consultant with available data, maps and reports relevant to the project for use for project purpose only and collaborate in obtaining additional required information
- (b) Facilitate the Consultant's access to Government entities and respective County Governments

## **14 Obligations of the Consultant**

The Consultant shall be responsible for the provision of all the necessary resources to carry out the services including appropriate qualified staff and shall make arrangements for the establishment of office, supporting office equipment and furniture, vehicles, accommodation, utilities, communications, insurance and any other required resources and procurement of all maps required for the designs. The Client, from time to time during the performance of the contract, may second to the Consultant project Engineers for training and capacity building.

## **15 Propriety rights of Client in reports and records.**

Unless otherwise indicated, all reports and relevant data and information such as maps, diagrams, plans, databases, other documents and software, supporting records or material compiled or prepared by the Consultant for the Client in the course of the Services shall be confidential and become and remain the absolute property of the Client. The Consultant shall, deliver all such documents to the Client, together with a detailed inventory thereof. The Consultant may retain a copy of such documents, data and/or software but shall not use the same for purposes unrelated to the Project without prior written approval of the Client.

If license agreements are necessary or appropriate between the Consultant and third parties for purposes of development of the plans, drawings, specifications, designs, databases, other documents and software, the Consultant shall obtain the Client's prior written approval to such agreements, and the Client shall be entitled at its discretion to require recovering the expenses related to the development of the program(s) concerned.

## **16 Submission Address**

During the entire period of the assignment, all the official reports and communications to the client shall be addressed to;

**The Principal Secretary,  
Ministry of Water, Energy and Minerals  
P.O.BOX 1569,  
Zanzibar.**