

INTER-AMERICAN DEVELOPMENT BANK and the GOVERNMENT OF BARBADOS

**BARBADOS CLIMATE RESILIENT SOUTH COAST WATER RECLAMATION PROJECT
(BA-L1063)**

TERMS OF REFERENCE FOR PROGRAM EXECUTION UNIT (PEU) CONSULTANTS

Project Officer – Renewable Energy

1. The Project

The Government of Barbados has entered into Loan and Grant agreements with the InterAmerican Development Bank (IADB) and the Green Climate Fund (GCF) for the Barbados Climate Resilient South Coast Water Reclamation Project (the Project) to be executed by the Barbados Water Authority (BWA).

The Barbados Water Authority (BWA) is a statutory body which commenced operations on April 1st, 1981. The Barbados Water Authority assesses, controls, protects and monitors water resources. The Authority is responsible for supplying potable water and the provision of wastewater treatment and disposal services. Barbados is rated as the 15th water-scarce country in the world and as such the role of the Barbados Water Authority is crucial to the wellbeing of Barbadian citizens and tourists alike.

The Barbados Water Authority is currently engaged in a number of major water and wastewater projects being implemented concurrently. For all projects the BWA manages the components and contracts of the projects along with the conditions for each loan. This is therefore a large undertaking for the Barbados Water Authority.

The general objective of the Project is to enhance Barbados' water supply resilience and reliability with a focus on climate action, environmental sustainability, and food security. The specific objectives are to:

- (i) diversify Barbados's water supply sources and reduce water insecurity through the reuse of reclaimed wastewater; and
- (ii) strengthen key sector institutions on water resource management, operational efficiency, monitoring, and gender mainstreaming.

The main project components include (the "Program"):

1. Construction of a new South Coast Water Reclamation and Reuse facility.
2. Construction of a reclaimed water pipeline for aquifer recharge and agricultural irrigation.
3. Development of a monitoring and restoration plan for the Graeme Hall Swamp.
4. Construction of a 7 MW Solar Photovoltaic Plant with Battery Energy Storage System.

The BWA is therefore seeking to contract a suitable qualified and experienced person to provide engineering design services for the Project.

5. Organizational unit responsible for consultancy

The Project Management Office (PMO) of the BWA is responsible for developing, executing and monitoring a number of projects for the BWA and ensuring that the conditions of the loan or grant agreements are met. The PMO also provides technical and administrative support to the projects it is implementing.

6. Scope

The **Project Officer – Renewable Energy** will report to the **Project Coordinator** for the Barbados Climate Resilient South Coast Water Reclamation Project and will be responsible for supporting the planning, implementation, and monitoring of Component 4: the construction of a 7 MW Solar Photovoltaic Plant with Battery Energy Storage System. The Officer will collaborate with the Project Management Office, the Barbados Water Authority, and relevant stakeholders to ensure the successful delivery of this component, aligning activities with the project's objectives and timelines. The role will involve overseeing technical, procurement, and contract management aspects, as well as contributing to progress reporting and capacity-building initiatives. The Officer will be assigned exclusively to Component 4 activities and will ensure compliance with international standards and donor requirements.

7. Responsibilities

The **Project Officer – Renewable Energy** will be responsible for the successful implementation of activities under Component 4: the construction of a 7 MW Solar Photovoltaic Plant with a Battery Energy Storage System. The specific responsibilities include:

Project Planning and Coordination:

- Provide technical and managerial inputs for planning and executing activities related to Component 4, ensuring alignment with the overall Program Execution Plan (PEP), Annual Operations Plan (AOP), Procurement Plan (PP), and Financial Plan (FP).
- Collaborate with the Project Management Office (PMO), the Barbados Water Authority (BWA), and other stakeholder agencies to define clear timelines, deliverables, and resource needs.

Technical Oversight:

- Assist in the preparation and review of terms of reference, technical specifications, and tender documents for the procurement of goods and services necessary for the construction and operation of the solar photovoltaic plant.
- Monitor contractor performance to ensure technical compliance with design specifications, international standards, and project objectives.

Contract and Procurement Management:

- Lead procurement processes for goods, services, and consultancy under

Component 4, in coordination with procurement personnel in the PMO and BWA.

- Manage contracts related to the construction and commissioning of the solar plant, including addressing any variations in scope or cost, claims, and dispute resolution.

Stakeholder Engagement:

- Liaise with relevant government agencies, contractors, and other stakeholders to facilitate effective communication and collaboration during project execution.
- Ensure alignment of Component 4 activities with national renewable energy goals and climate resilience strategies.

Monitoring and Reporting:

- Conduct site visits to monitor the progress and quality of construction works and ensure adherence to health, safety, and environmental standards.
- Collect, consolidate, and submit periodic progress reports on the implementation of Component 4 to the Project Coordinator, BWA, and relevant stakeholders.
- Track key performance indicators (KPIs) for the solar photovoltaic plant and battery storage system to assess alignment with project goals.

Risk Management:

- Identify and mitigate risks associated with the construction and commissioning of the solar photovoltaic plant, including technical, financial, and environmental risks.
- Provide recommendations for corrective actions to address challenges and ensure the timely and efficient completion of Component 4.

Capacity Building:

- Support training and capacity-building initiatives for BWA staff and other stakeholders to ensure effective operation and maintenance of the solar photovoltaic plant and battery storage system.

8. Reports to the **Project Coordinator**.

9. Qualifications

Prospective candidates should have a minimum of the following qualifications:

Educational Background:

- A degree in Renewable Energy, Electrical Engineering, Mechanical Engineering, Civil Engineering, Project Management, Business Management, or a related field.
- An advanced degree or certification in renewable energy systems, energy storage technology, or project management (e.g., PMP, PRINCE2) will be considered an asset.

Professional Experience:

- A minimum of five (5) years of experience in managing and implementing renewable energy projects, with a focus on solar photovoltaic systems and/or battery energy storage systems.
- Demonstrated experience in overseeing construction and commissioning of renewable energy infrastructure, preferably on projects exceeding USD 1 million

in value.

- Familiarity with procurement processes, contract management, and technical specifications for renewable energy systems.
- Experience with projects funded by international financial institutions or multilateral development banks will be an advantage.
- Proven ability to work effectively with multidisciplinary teams, government agencies, and contractors in a project environment.

10. Knowledge and Skills:

The **Project Officer – Renewable Energy** must demonstrate the following knowledge and skills:

- In-depth knowledge of renewable energy systems, particularly solar photovoltaic technology and battery energy storage systems, including design, construction, and operational considerations.
- Proficiency in project management methodologies, tools, and software (e.g., Microsoft Project, Primavera, or similar platforms) to effectively plan, monitor, and execute large-scale infrastructure projects.
- Strong understanding of procurement and contract management processes, particularly those of multilateral development banks or funding agencies.
- Familiarity with international standards and best practices for renewable energy infrastructure, including safety, environmental, and technical specifications.
- Excellent oral and written communication skills, with the ability to prepare and present technical and progress reports to diverse stakeholders.
- Strong analytical and problem-solving skills to address challenges in project implementation and propose corrective actions.
- Demonstrated ability to build and manage relationships with stakeholders, including contractors, government agencies, and community representatives.
- Effective multitasking and organizational skills to manage multiple responsibilities within strict timelines.
- Competence in using data analysis and visualization tools for reporting project progress and performance metrics.
- Experience working in the Caribbean or similar regional contexts, with an understanding of local environmental, regulatory, and cultural dynamics.

11. Characteristics of the Consultancy

Type of Consultancy: Individual Consultancy Service

Duration: To participate in the project for a period of 2 years, with possibility of extension based on performance up to the end of the project implementation period, foreseen for 5 years in total.

Place: Barbados (For Non-Resident Applicants eligibility is applicable for member countries of the InterAmerican Development Bank.)

12. Payments

BA L1063 administrative budget.

Payments to the Consultant will be made on a monthly basis subject to negotiations.

13. Evaluation Criteria

The Project Officer will be selected based on the following evaluation criteria:

Criteria	Maximum Score
Qualifications	40
Experience	40
Skills	20
Total	100

14. Submission Details

Interested persons must submit their Curriculum Vitae and cover letter in electronic format to hr@bwa.gov.bb by 4:30 pm on **October 17, 2025** to:

Mrs. Allison Kirton- Holder
Director Human Resources Management and Development,
Barbados Water Authority,
Pine Commercial Estate,
St. Michael,
Barbados
Attention: Mrs. Shelley Parris, Project Manager - Project Management Office