

**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**

**Technical Officer**

**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 fifteen (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 **technical support services** for the Project.

2. 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.

3. Scope

The **Technical Officer** will report to the **Project Engineer (PE)** for the Project. He / she will be responsible for support on all aspects of engineering during the implementation of the Project. The Technical Officer shall be assigned exclusively to the project and will be supported by the administrative staff of the PMO as required. The Technical Officer duties will include but not be limited to monitoring the engineering design and construction aspects of the project.

4. Responsibilities. Responsible for assisting with providing overall engineering oversight and supervision support to the PEU. In particular:

- (a) Supporting overall procurement and contract management for the Program's infrastructure development components.
- (b) Assisting in the planning and implementation of Project infrastructure development activities and operations.
- (c) Advising the Project Engineer on critical matters arising from Program works, contracts and consultants, especially those related to significant variations in scope and cost, claims, and dispute resolution.
- (d) Assisting with fulfilling the duties of the Project Engineer in his/her absence.
- (e) Providing onsite technical supervision and support through monitoring construction activities at the sites at the plant and pipeline sites.
- (f) Assisting in the review and evaluation of plans, technical specifications, and designs submitted by contractors and/or engineers.
- (g) Assisting in the verification of quantum of works completed by the contractors.
- (h) Monitoring and ensuring that execution of activities is discharged in accordance with approved policies and procedures.
- (i) Assisting in the compilation of information for all relevant reports of the Program.
- (j) Assisting in monitoring compliance of the Component's activities with the environmental and stakeholder engagement plans as contained in the Program's Environmental and Social Management Plan.
- (k) Participating in public relations actions related to infrastructure works.
- (l) Maintaining, on behalf of BWA, records and logs on construction sites activities.

- (m) Monitoring contractor compliance with respect to the delivery of materials to construction sites, cleanliness, and general orderliness at construction sites, and other, following contractual requirements.
- (n) Ensuring the discharge of testing and quality control activities by contractors following contractual requirements.
- (o) Monitoring construction work schedules;

5. Reports to the **Project Engineer**.

6. Qualifications

Prospective candidates should a minimum of the following qualifications:

Qualifications:

- (a) Associate degree in Engineering  
Or
- (b) An Ordinary Technician's Diploma

Experience:

- (a) A minimum of three (3) years' experience working in major capital infrastructure projects.

1. Knowledge and Skills:

- (a) Effective oral and written communication skills.
- (b) Competence in the use of Microsoft Office products, particularly Word, Excel, Visio and Power Point.
- (c) Competence with AutoCAD.
- (d) Ability to operate in ArcGIS would be an asset.
- (e) Effective decision-making skills.
- (f) Ability to multi-task and work in a fast-paced environment.
- (g) Demonstrated ability to build relationships and work with teams of people.

2. 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.)

3. Payments  
BA L1063 administrative budget  
Payments to the Consultant will be made on a monthly basis subject to negotiations.

4. Evaluation Criteria

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

Criteria	Maximum Score
Qualifications	40
Experience	40
Skills	20
<b>Total</b>	<b>100</b>

5. Submission Details

Interested persons must submit their Curriculum Vitae and cover letter in electronic format to [hr@bwa.gov.bb](mailto: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