

**CARICOM DEVELOPMENT FUND (CDF) and the GOVERNMENT OF BARBADOS**

**REDUCE, REUSE, RECYCLE FOR CLIMATE RESILIENCE WASTEWATER SYSTEMS IN BARBADOS**

**3R-CREWS PROJECT (GCF-FP192)**

**TERMS OF REFERENCE FOR PROGRAM EXECUTION UNIT (PEU) CONSULTANTS**

**Project Engineer**

**1. The Project**

The Government of Barbados has entered into Grant and Co-Financing agreements with the CARICOM Development Fund (CDF), Green Climate Fund (GCF) and the Government of Barbados for the implementation of the 3R-CReWS Project (Reduce, Reuse, Recycle for Climate Resilience Wastewater Systems in Barbados). The Barbados Water Authority (BWA) is the Executing Entity, with the Caribbean Community Climate Change Centre (CCCCC) serving as the Accredited Entity for the project.

The Barbados Water Authority (BWA) is a statutory body which commenced operations on April 1, 1981. The Authority assesses, controls, protects and monitors Barbados' water resources and is responsible for the supply of potable water and the provision of wastewater treatment and disposal services. Given that Barbados is considered one of the most water-scarce countries in the world, the BWA plays a pivotal role in ensuring national water security and climate resilience.

The BWA is currently managing several major projects in water and wastewater, including the 3R-CReWS Project, which represents a significant step in addressing climate-related vulnerabilities in the water sector. The BWA oversees the components, implementation arrangements, and fiduciary conditions of the project.

The general objective of the 3R-CReWS Project is to improve water security in Barbados by advancing climate-resilient wastewater treatment and reuse systems, while also reducing greenhouse gas emissions and enhancing institutional capacity. The specific objectives are to:

- Upgrade existing wastewater infrastructure to produce tertiary-treated reclaimed water for non-potable uses such as agricultural irrigation and aquifer recharge;
- Enhance operational resilience and energy efficiency at the Bridgetown Sewage Treatment Plant (BSTP);
- Strengthen national capacity for the management of wastewater and climate-related risks;
- Promote the enabling environment for wastewater reuse through legislative improvements and public education.

The main project components include:

1. Upgrading the Bridgetown Sewage Treatment Plant (BSTP) to tertiary treatment standards;
2. Installing a 9 km pipeline and six injection wells to facilitate the use of reclaimed water for irrigation and aquifer recharge;
3. Enhancing energy efficiency and climate resilience at the BSTP through renewable energy systems and decision-support tools;
4. Supporting capacity development at the BWA and advancing policy, public awareness, and private sector engagement in wastewater reuse.

The BWA is therefore seeking to contract a suitably qualified and experienced person to provide project coordination services for the 3R-CReWS 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 Project Engineer will report to the Project Coordinator (PC) for the 3R-CReWS Project and will be responsible for providing engineering oversight and technical support throughout the implementation of the Program. The Project Engineer will focus on all engineering-related aspects of the project, ensuring compliance with technical standards, timelines, and program objectives. This includes overseeing the design, construction, and operational planning for the project's infrastructure components, in collaboration with the Program Execution Unit (PEU), the Barbados Water Authority (BWA), and other stakeholders.

The role requires dedicated attention to the project, and the Project Engineer will be exclusively assigned to the Program, supported as needed by administrative staff from the PMO. Key tasks will include monitoring progress, ensuring technical compliance, and facilitating the successful delivery of engineering outputs in alignment with the Program's goals.

4. *Responsibilities*.

The Project Engineer will be responsible for providing technical oversight, ensuring effective implementation, and supporting the successful delivery of all engineering-related aspects of the Program. Specific responsibilities include:

- Provide overall engineering oversight and supervision support to the Program Execution Unit (PEU), ensuring compliance with technical conformance and program mandates.

- Develop, review, and monitor annual work plans, ensuring alignment with the Program's objectives and timelines.
- Participate in project administration by providing technical inputs and facilitating seamless execution of project activities.
- Conduct site visits to oversee contract execution, verify progress, and ensure adherence to design and technical specifications.
- Evaluate engineering aspects of Program outputs, ensuring compliance with terms of reference, international standards, and technical guidelines.
- Facilitate communication with contractors and supervisors to ensure timely implementation and adherence to contractual requirements.
- Liaise with Government of Barbados (GOB) agencies to ensure efficient execution of program works in compliance with technical and quality guidelines.
- Coordinate with the BWA Engineering Department and Project Management Office to monitor and implement investment components, including developing monitoring tools and leading such activities.
- Support procurement activities, including preparing bidding documents, evaluating bids, and managing contracts.
- Collaborate with BWA and contractors to prepare and implement operations and maintenance plans for project infrastructure.
- Contribute to the implementation of the Program's environmental management responsibilities, ensuring compliance with the Program Operations Manual (POM) and relevant guidelines.

5. *Reporting line*

Reports to the Project Coordinator.

6. *Qualifications and Experience*

Prospective candidates must meet the following minimum qualifications and experience requirements:

Educational Background:

- A degree in an Engineering discipline such as Civil, Electrical, Mechanical, Structural, or Sanitary Engineering, with professional registration as an engineer.
- Advanced certifications in project management (e.g., PMP, PRINCE2) will be considered an asset.
- Eligibility for registration with the Engineers Registration Board of Barbados is preferred.

Professional Experience:

- A minimum of seven (7) years of relevant experience in large-scale engineering and

construction projects.

- Proven experience in construction management for large-scale infrastructure projects.
- Prior experience in water or wastewater infrastructure projects is highly desirable.
- Knowledge of FIDIC contracts or similar internationally recognized contractual frameworks is highly desirable.
- Familiarity with projects financed by international financial institutions or multilateral development banks will be considered an asset.
- Experience working in Barbados or the Caribbean region will be considered an asset.

## 7. Knowledge and Skills

The Project Engineer must demonstrate the following knowledge and skills:

- Strong oral and written communication skills for effective collaboration and reporting to diverse stakeholders.
- Proficiency in interpreting and understanding engineering drawings, specifications, and related technical documents.
- Expertise in coordinating and managing complex engineering projects in water and sanitation infrastructure, including experience with hydraulics systems.
- Advanced negotiation and problem-solving skills to effectively engage with internal and external stakeholders, consultants, contractors, and suppliers.
- Proven ability to conduct cost estimation, financial analysis, and budget control within the context of large construction projects.
- Ability to work independently with minimal supervision while managing multiple responsibilities.
- Competence in using technical software, including Microsoft Office, AutoCAD, and ArcGIS, to support project execution and reporting.
- Demonstrated ability to lead and motivate multidisciplinary teams, fostering collaboration and productivity.
- Familiarity with international project standards and environmental safeguards, particularly for projects financed by multilateral development banks or international organizations.

## 8. *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.)

9. Payments

Payments to the Consultant will be made monthly subject to negotiations.

10. Evaluation Criteria

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

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

11. 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 February 18, 2026**, 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