

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

Technical Officer

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 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 Coordinator and Project Engineer.

6. Qualifications

Prospective candidates should possess a minimum of the following qualifications:

Qualifications:

- (a) Associate Degree in Building and Civil Engineering or Mechanical Engineering or Ordinary Technical Diploma in Building and Civil Engineering or Mechanical Engineering.

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

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
Total	100

5. 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 **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