

INTER-AMERICAN DEVELOPMENT BANK and the GOVERNMENT OF BARBADOS

Inter-American Development Bank CLIMA – BA-L1069 and 6097/OC-BA - Mains Replacement and Non-Revenue Water Reduction Program in Barbados

TERMS OF REFERENCE

Project Engineer

1. The Project

The Government of Barbados has entered into a Loan agreement with the InterAmerican Development Bank (IDB) CLIMA Mains Replacement and Non-Revenue Water Reduction Program (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 improve the climate-resilience of the potable water sector, while supporting Barbados' agenda regarding innovative green finance solutions.

The specific objectives of the Project are to:

- (i) Improve the reliability and the operational efficiency of BWA's water distribution system; and
- (ii) Strengthen the technical capacity of BWA to design and implement water projects with climate and biodiversity considerations, while developing environmental impact monitoring and reporting capacities.

The main project components include:

- 1. Water Mains Replacement: Replace over 100 km of ageing water mains to reduce leaks, improve service reliability, strengthen climate resilience, and finance design and construction supervision.
- 2. Non-Revenue Water Management: Reduce water losses through leak detection, bulk

metering, network optimization, pressure management, improved monitoring, and asset management.

3. Institutional Strengthening: Build BWA's technical and operational capacity, strengthen utility management, support climate resilience, water sector planning, and community water conservation initiatives.
4. Program Administration: Finance the Program Execution Unit, audits, monitoring and evaluation, communications, environmental management, and overall program implementation and supervision.

The BWA is therefore seeking to contract a suitable qualified and experienced person to provide **Engineering 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. The Project Execution Unit (PEU) and all members thereof will therefore be hired to execute the project on behalf of and supported by the PMO for its duration.

3. Scope

The **Project Engineer** will report to the Project Coordinator (PC) for the Project. He / she will be responsible for support on all aspects of engineering during the implementation of the Project. The Project Engineer shall be assigned exclusively to the Project IDB CLIMA Mains Replacement and Non-Revenue Water Reduction Program and will be supported by the technical and administrative staff of the PMO as required. The Project Engineer duties will include but not be limited to monitoring the **engineering design and construction** aspects of the project.

4. Responsibilities.

The **Project Engineer** is responsible for providing overall engineering oversight and supervision support to the PEU. In particular:

- (a) Conducting contract management functions on the basis of technical conformance and continuity with the mandate of the Program.
- (b) Developing, reviewing, and monitoring Purchase Request Data Standard (PRDS) work plans on an annual basis.
- (c) Participating in project administration and providing the necessary technical inputs.
- (d) Conducting site visits related to the execution of contracts.
- (e) Evaluating engineering aspects of Program outputs, in conformance with terms of reference, technical specifications, international standards, and other suitable guidelines.
- (f) Facilitating and engaging communications with contractors and supervisors to

ensure the timely implementation of the Program as well as contractual compliance.

- (g) Liaising with GOB agencies to facilitate the effective and efficient execution of Program works in compliance with technical and quality guidelines, among others.
- (h) Liaising with BWA Engineering Department and Project Management Office to ensure the effective presence of the investment components monitoring plans, arrangements and instruments, and leading such activities.
- (i) Assisting, as required, in the procurement activities including, as indicated above in the preparation of bidding documents, bidding evaluations, and contracts.
- (j) In conjunction with BWA and contractors, contributing to the preparation and implementation of operations and maintenance plans for the infrastructure.
- (k) Contributing to BWA Engineering Department and the Project Management Office in the implementation of the Program's environmental management responsibilities. Executing the overall and day-to-day activities for the procurement of goods, services and works, following the stipulations contained in the POM.

5. Reporting Line:

The **Project Engineer** will report directly to the Project Coordinator of the PEU.

6. Qualifications

Prospective candidates should have a minimum of the following qualifications:

- (a) A degree in an Engineering discipline such as civil, electrical, mechanical, structural or sanitary engineering, (registered as a professional engineer) and a minimum of seven (7) years relevant experience in construction management or maintenance.
- (b) Eligibility for registration with the Engineers Registration Board of Barbados would be preferred.
- (c) Chartership with the relevant International Engineering institute would be an asset.
- (d) Project management certification (PMP or PRINCE2) will also be considered an asset.

7. Knowledge and Skills:

The **Project Engineer** must demonstrate:

- (a) Excellent oral and written skills
- (b) Ability to understand engineering drawings
- (c) Ability to coordinate complex engineering projects in the areas of water and sanitation and experience in hydraulics
- (d) Strong negotiation skills with the competence to deal with internal and external stakeholders, consultants, contractors and suppliers
- (e) Ability to operate with independence and minimum supervision
- (f) Competence in the use of Microsoft Office or 365, AutoCAD and ArcGIS with experience with hydraulic modelling and design software being an asset.
- (g) Demonstrated ability to build relationships, motivate and manage teams of

people.

- (h) Working experience in Barbados or the Caribbean, and previous working experience with projects and programs financed by international financial institutions would be an asset

8. Characteristics of the Consultancy

Type of Consultancy: Individual Consultancy Service

Duration: To participate in the project for a period of 2 years on a full-time basis, 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

BA L1069 and 6097/OC-BA administrative budget

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

10. Evaluation Criteria

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

Criteria	Maximum Score
Qualifications	40
Skills	40
Communications Skills	20
Total	100

11. Submission Details

Interested persons must submit their Curriculum Vitae in hardcopy or electronic format at hr@bwa.gov.bb at or before 4:30 pm, August 28, 2026.

Ms. Nancy Solomon

Director – Human Resources Management and Development,

Barbados Water Authority,

Pine Commercial Estate,

St. Michael,

Barbados

Attention: Mrs. Shelley Parris, Project Manager - Project Management Office