

<b>Organization</b>	National Institute of Urban Affairs
<b>Position</b>	Subject Matter Expert : Water and Sanitation
<b>Project Name</b>	Mission Karamyogi
<b>No. of Position</b>	1

### **About the National Institute of Urban Affairs (NIUA):**

Established in 1976, the National Institute of Urban Affairs (NIUA) is a premier institute of the Ministry of Housing and Urban Affairs, Government of India, for research and capacity building for the urban sector in India. NIUA's broad objective is to bridge the gap between research and practice on issues related to urbanization. For more than 40 years now, NIUA has been the vanguard for contributing to and building the urban narrative for a fast evolving urban India. The Institute has been actively working on bringing forth key areas of concern for urban India in order to build the urban discourse at various urban scales. It has utilized its competencies in research, knowledge management, policy advocacy and capacity building to address urban challenges and continuously striving to develop sustainable, inclusive and productive urban ecosystems in the country. It has emerged as a thought leader and knowledge hub for urban development in India and is sought after by both Indian and international organizations for collaborations and partnerships in India's urban transforming journey. NIUA is committed towards aligning its efforts towards achieving Sustainable Development Goals (SDGs) through all its initiatives and programmes.

### **Target Profile:**

Experienced in the Water and Sanitation sector with knowledge of implementing training programs and capacity building initiatives. Capable of developing and delivering the Water and Sanitation Capacity Building Curriculum and pedagogical framework.

### **Responsibilities:**

- Responsible for providing inputs in all Capacity Building tasks and curriculum related to Engineering and Public Health including Water and Sanitation, Drainage and Solid Waste Management, etc. as well as social aspects such as poverty alleviation. This expert will be assigned to AMRUT and Jal Jeevan.
- Domain Competency Writing- Understand current processes and tech used, understand current tech changes (if any), conduct organizational analyses exercise to identify gaps in talent, conduct functional gap analyses and facilitate change strategy acceptance, work with domain expert to translate changes to roles and activities, Work with domain expert to translate roles and activities to competencies

- Project Teams Coordination - Regular task updating for all project members, Meeting notes and communication, identify change issues in process changes suggested, Identify change risk mitigation steps
- Recruitment Workflow Modifications - Suggest changes in the workflow as per iGOT recommendations, draw up change note for HR head's approval, Identify assessment processes for adoption by MDO's recruitment.
- Develop training and capacity building modules for internal and external stakeholders aligning with the training offerings of the organization
- Develop a customized capacity building strategy for each organization that has been assessed, including milestones for assessing progress
- Develop new curriculum or adapt existing resources into learning modules drawing on adult learning methodologies
- Build and maintain a knowledge repository of standard operating procedures of research and field activities.

### **Qualification:**

Master's Degree in Environment Management/Environment Engineering/ information technology, urban/city planning, economics, government, business administration, systems engineering, sustainable development, international trade, or related careers. Global certifications in Organization Development or HR Management or related areas is preferred 10 plus years in Capacity Building.

### **Experience:**

Industry knowledge and experience Ten (10) years of direct experience in organizational capacity building, organizational development, and training Five (5) years of experience designing and delivering training for adult audiences in a variety of settings Demonstrated skills and experience in organizational assessment, shall have experience of leading the upskilling and skills of the future analysis for at least 2 industries in last 5 years.

**Last date of application:** 6<sup>th</sup> October,2025