D-21016/1/2024-Admn.
Government of India
Ministry of Rural Development
Department of land resources

'G' Wing, NBO Building,
NirmanBhawan, New delhi-110001

Dated : 21ˢᵗ July, 2025

CIRCULAR

The Department of Land Resources invites applications for following posts on contractual / deputation basis for the World Bank Assisted Project 'Rejuvenating Watersheds for Agricultural Resilience through Innovative Development' (REWARD):

S. No.	Name of post	No. of post	Method of recruitment	
1.	Institute & Capacity Building Expert	One	Contractual	/
2.	Hydrologist / Water Resources Expert	One	Deputation	

2.   For eligibility criteria, i.e. educational qualification, experience, bio-data proforma etc. athe applicants are advised to refer to the official website of this Department **https://dolr.gov.in**.

3.   Interested candidates may send their application duly signed (scanned/PDF) through e-mail at **recruit.reward-dolr@gov.in** only. The last day of receiving application is 15ᵗʰ day from the date of publication of Advertisement.

(Th. Lianboi)
Under Secretary to the Government of India
Telephone No. 23044635

Distribution :

1. All Ministries/Departments of the Central Government with the request that wide publicity may be given to circular in their Ministry and in their Attached/ Subordinate Offices/Autonomous Organizations/Public Sector Undertakings/Statutory Organizations/ Research Institutions and Universities

2. The Chief Secretaries of all State Governments and Administrators of Union Territories with the request that wide publicity may be given

3. NIC- DoLR, NIC - DoRD and NIC – DoPT; with the request to upload the same on their respective websites. And also create an email id for this purpose.

4. Notice Board/ e-Office dashboard/ Circular Folder

REJUVENATING WATERSHED FOR AGRICULTURAL RESILIENCE THROUGH INNOVATIVE DEVELOPMENT (REWARD)

TERMS OF REFERENCE

INSTITUTION & CAPACITY BUILDING EXPERT

BACKGROUND OF THE PROJECT

The Department of Land Resources, Government of India has initiated a World Bank supported multi-State project namely Rejuvenating Watershed for Agricultural Resilience through Innovative Development (REWARD). It is expected to positively influence by promoting resource efficient growth in selected watersheds, investing in human capital at State and National levels, and developing networks of scientific and technical partners. The project will enhance productivity and net income of farmers and contribute significantly to Lighthouse India by implementing new science and data-driven approaches for climate resilient watershed management, land resource inventory, land use planning, and precision farming in a range of agro-ecological conditions in participating states. The project will directly address key strategic actions around agricultural and rural development, including doubling farmers' incomes, more crop per drop, water to every plot, soil health, and promotion of entrepreneurship through technical and financial support for better delivery and impacts through improved planning approaches, capacity building, coordination and convergence, and supportive research and development. The outcomes are prevention of soil run-off, regeneration of natural vegetation, rain water harvesting and recharging of the ground water table. This enables multi-cropping and the introduction of diverse agro-based activities, which help to provide sustainable livelihoods to the people residing in the watershed area.

REWARD is being implemented in three to four Indian States. It is proposed as a 6 years Project. The total allocation for the Project is approximately USD250 million of which USD178.5 million is International Bank for Reconstruction and Development (IBRD) loan from the World Bank and the balance is funded by the Government of India/ State Governments.

PROJECT OBJEVTIVES AND RESULTS

The Project Development Objective (PDO) is to: improve land and water conservation and climate resilience in selected watersheds, and strengthen capacities of national and state institutions to deliver more effective science-based watershed development programs.

KEY RESULTS

PDO Element	Potential PDO Indicator(s)
Improved land conservation outcomes in demonstration sites	Percentage of targeted watershed area showing an increase in Normalized Difference Vegetation Index (NDVI) correcting for climate effects;
Improved agricultural outcomes in demonstration sites	Incremental change in agriculture/horticulture productivity and income for selected crops;

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Improved water outcomes in demonstration sites	Percentage of targeted landscape area showing an increase in Land Surface Water Index (LSWI) correcting for climate effects;
Improved climate resiliency outcomes in demonstration sites	Changes in resilience index composed of a set of variables covering exposure, sensitivity to climate events and adaptive capacity;
Strengthened watershed institutions	Functional networks of scientific partners in project states;
Revised policies for watershed programs	Revised National Watershed Guidelines informed by project experiences and lessons learned that will guide new national watershed programs.

PROJECT COMPONENTS:

The project will deploy institutional and technical solutions to address the PDO across four components, and over six years, as follows:

Component 1. Improved National Watershed Governance and Institutional Capacity Building

This component will strengthen capacities and systems primarily in DoLR, for delivering national watershed programs. The component will be delivered through two sub-components:

1.1 **Institutional strengthening and capacity building.** The sub-component will strengthen human resource and institutional capacities in DoLR to plan, coordinate, deliver, evaluate and report on more effective, science-based national watershed programs. It would support overall project monitoring and reporting based on coordinated status and monitoring reports from states.

1.2 **Technology transfer.** The sub-component will support DoLR to coordinate the improved transfer of knowledge and experiences across Indian states and globally through national and international workshops and conferences, and international and national study tours exposure visits.

Component 2: Improved State Watershed Governance and Institutional Capacity Building.

This component will strengthen capacities and systems primarily at state levels for planning methodology, technology development, decision-support tools, and delivery models. The component would ensure climate change considerations are integrated into all activities. The component will be delivered through four sub-components:

2.1 **Institutional strengthening and capacity building.** The sub-component will strengthen human resource and institutional capacities in relevant line departments at state, district and field levels to implement more effective and science-based programs in watersheds. The sub-component would provide resources to build capacities for state and field level safeguards oversight.

2.2 **Technical support to states.** Following a lighthouse approach, the sub-component will finance the participation of the Karnataka Watershed Development Department, their experienced scientific and technical network of

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top caliber scientific partners, and other institutions as needed to help new project states and DoLR prepare the project and establish and train their own partners.

2.3 **Research and development.** The sub-component will finance existing scientific and technical partners from Karnataka, and new state, national and international partners as needed, to undertake applied research and development for improved watershed development, including creating and piloting the projects.

2.4 **Monitoring and Evaluation.** The sub-component would finance 3rd party M&E directly tied to project activities, including baseline surveys, input and output monitoring, process monitoring, impact assessments, acquisition of necessary remote sensing images, and case studies to guide project implementation.

Component 3: High Impact Demonstration Watersheds in Rainfed Agricultural Areas. This component will support the development of model watersheds in rainfed areas in each of the participating states. Component 3 would be delivered through three main sub-components:

3.1 **Improved integrated watershed plans using science-based data and tools.**

3.2 **Establish Model Watersheds.**

3.3 **State specific innovations and pilots, urban watersheds, etc.** The sub-component will support piloting of small-scale innovations to address land, agriculture, water, and climate change issues unique to each participating state, for example urban/peri-urban watershed management planning and investments, managing landscapes in arid regions, biodiversity management, major gully rehabilitation, solar pumps for small-scale irrigation, etc. The sub component will also institutionalize knowledge and lessons learned from these pilots for future upscaling in government programs.

Component 4: Project Management and Coordination.

Project management and coordination will be supported at central and state levels. The sub component would support incremental administration costs and specialists, travel, meetings, financial management, internal-external audit and procurement, and equipment.

PROJECT AREA

1. A flexible approach will be adopted in participating states to select watersheds for developing improved data bases and watershed plans, as well as a sub-set of sites to establish model watersheds. Participating states would be committed to establishing an agreed number of model watersheds. Each site will be approximately 5,000 ha. An average target of 10-15 model watersheds per state would be taken up. It is expected that the model watersheds would be spread variably across the states, with some states being able to establish more sites than others. As was the case in Karnataka, the broader LRI work and watershed planning process would be scaled far beyond the model watersheds in the states. It is anticipated that each of the states could complete LRI work, LRI and hydrology atlases, water security plans, and integrated watershed plans on an additional 1,500 to 2,000 watersheds.

2. **Technical design:** States are familiar with implementing national watershed schemes. However, REWARD will be different from "business as usual" watershed programs

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because the new states will be expected to adopt modern technologies and data-focused land resource inventorization for watershed planning and implementation, work with technical partners, and expanding the application of data bases and DSS tools to help farmers improve productivity and climate resiliency.

Project Management support

The Project would predominantly focus on supporting watershed management activities in the partner States viz. Andhra Pradesh, Karnataka and Odisha. However, certain activities of the Project would have nation-wide application. While primary Project engagement would be with the State-level Nodal Agencies (SLNAs) of these States, engagement at the district and watershed level is foreseen in certain cases.

OBJECTIVE OF THE ASSIGNMENT

Capacity building as a key to effective and efficient watershed management was underscored in the Common Guidelines for Watershed Management Projects -2008 (revised in 2011) and a significant allocation of total funds was made available for the purpose. Experience shows that over the years, capacity building has not been addressed to the required extent and in a systematic manner across watershed Projects resulting in implementation delays and often sub optimal results. Recognizing its key contribution, REWARD project lays significant emphasis on institutional strengthening and capacity building of stakeholders at different levels across the watershed landscape. In this context, the DoLR is the process of engaging the services of a Capacity and Institution Building Expert to be positioned within the REWARD Project Implementation Unit in DoLR.

DUTIES AND RESPONSIBILITIES

- Spearhead the institution building and capacity building requirements of the project and develop a roadmap for strengthening administrative and management capabilities for effective implementation of the project.
- Identify nodal and specialized training organization at national and state-levels for the effective delivery of CB inputs.
- Assist in the development of training calendars and preparation of training material.
- Along with the M&E team in the PMU, prepare parameters for the monitoring of CB outcomes and impacts.
- Explore and implement non-traditional means and methods of CB delivery.
- Assist DoLR in providing support required by states beyond the REWARD partner states with any specific CB requirements or requests.
- Document and share CB best practices on thematic and process areas related to watershed management at the DoLR level.
- Strengthen human resource and institutional capacities in DoLR to plan, coordinate, deliver, evaluate and report on more effective, science based national watershed programs.
- Building more robust systems and technologies in DoLR for improved program coordination, program communications outreach, monitoring, evaluation, and reporting and
- Strengthen the application of remote sensing, GIS capability, and relevant DSS tools with the support of National Rainfed Authority of India.

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EXPERIENCE AND QUALIFICATIONS

ESSENTIAL QUALIFICATIONS

- Masters degree in a relevant field including rural management, social work, agriculture, management, etc. or equivalent from a recognized University
- At least Seven years of work experience in the thematic specialization.

DESIRABLE QUALIFICATIONS

- Preference will be given for the candidates who have handled the World Bank or other externally aided projects or Government funded projects.
- Received specialized training in the field of Capacity Building.

Serving Officers belonging to the Central Govt. or Govt. of States or Union Territories or Central State Govt. Public Sector Undertakings Autonomous Bodies holding the post equivalent to Deputy Secretary Director level at the Govt. of India having requisite qualification and work experience as stated above are also eligible to apply. In such case of selection the relevant Government rules regarding deputation will apply for regulating the terms and conditions of service during deputation to this position.

AGE - LIMIT:

The maximum age limit for applying the position shall be not exceeding 65 years as on date of advertisement of the post.

FEE AND ALLOWANCES

- For selected candidates other than the candidates selected on deputation, the compensation package will be paid within Rs. 1.50 lakh to Rs. 2.00 lakh per month, as decided by the Departmental Consultancy Evaluation Committee (CEC) based on the candidate's qualification, experience and suitability to the post.
- Enhancement of remuneration a Rs.10000 - annually subject to
    - (i)   Successful completion of each year of tenure;
    - (ii)   Evaluation of performance of the Experts & recommendation by the Divisional Head and;
    - (iii)   Continuation of Service in NPMU.

REPORTING

The position directly reports to the Project Director – REWARD or his her designate.

LOCATION

The position is based in the REWARD, PMU Office in New Delhi.

TERMS AND CONDITIONS OF THE CONTRACT

The position is contractual and coterminous and with the duration of the REWARD Project. The initial contract is for a period of 1 year with provision of extension on an annual basis on satisfactory performance of duties. There will be a probationary period of 4 months during which period the contract can be terminated with immediate effect. Beyond this period, the contract can be terminated after a notice period of one month by either party. The expert shall

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be transferred to the rolls of the Project Management Consultant Agency (PMCA) once the same is appointed under REWARD Project. The terms of conditions of the contract will remain the same in case of such transfer.

APPLICATION PROCEDURE AND DEADLINE

Applications are expected to submit a CV detailing their qualifications and experience that match the eligibility criteria. A covering letter highlighting why the applicant feels she/he would be good choice for the indicated position should accompany the CV.

All applications must be submitted electronically (signed/scanned PDF) via email to the following id. recruit.reward-dolr@gov.in. The position applied for should be clearly stated in the subject line. The deadline for submission of application is 15th day from the date of publication in news papers.

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REJUVENATING WATERSHED FOR AGRICULTURAL RESILIENCE THROUGH INNOVATIVE DEVELOPMENT (REWARD)

TERMS OF REFERENCE

HYDROLOGIST / WATER RESOURCES EXPERT

BACKGROUND OF THE PROJECT

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PROJECT OBJEVTIVES AND RESULTS

The Project Development Objective (PDO) is to: improve land and water conservation and climate resilience in selected watersheds, and strengthen capacities of national and state institutions to deliver more effective science-based watershed development programs.

KEY RESULTS

PDO Element	Potential PDO Indicator(s)
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Improved water outcomes in demonstration sites	Percentage of targeted landscape area showing an increase in Land Surface Water Index (LSWI) correcting for climate effects:
Improved climate resiliency outcomes in demonstration sites	Changes in resilience index composed of a set of variables covering exposure, sensitivity to climate events and adaptive capacity;
Strengthened watershed institutions	Functional networks of scientific partners in project states:
Revised policies for watershed programs	Revised National Watershed Guidelines informed by project experiences and lessons learned that will guide new national watershed programs.

PROJECT COMPONENTS:

The project will deploy institutional and technical solutions to address the PDO across four components, and over six years, as follows:

Component 1.Improved National Watershed Governance and Institutional Capacity Building

This component will strengthen capacities and systems primarily in DoLR, for delivering national watershed programs. The component will be delivered through two sub-components:

1.3 **Institutional strengthening and capacity building.** The sub-component will strengthen human resource and institutional capacities in DoLR to plan, coordinate, deliver, evaluate and report on more effective, science-based national watershed programs. It would support overall project monitoring and reporting based on coordinated status and monitoring reports from states.

1.4 **Technology transfer.** The sub-component will support DoLR to coordinate the improved transfer of knowledge and experiences across Indian states and globally through national and international workshops and conferences, and international and national study tours/exposure visits.

Component 2: Improved State Watershed Governance and Institutional Capacity Building.

This component will strengthen capacities and systems primarily at state levels for planning methodology, technology development, decision-support tools, and delivery models. The component would ensure climate change considerations are integrated into all activities. The component will be delivered through four sub-components:

2.1 **Institutional strengthening and capacity building.** The sub-component will strengthen human resource and institutional capacities in relevant line departments at state, district and field levels to implement more effective and science-based programs in watersheds. The sub-component would provide resources to build capacities for state and field level safeguards oversight.

2.2 **Technical support to states.** Following a lighthouse approach, the sub-component will finance the participation of the Karnataka Watershed Development Department, their experienced scientific and technical network of

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top caliber scientific partners, and other institutions as needed to help new project states and DoLR prepare the project and establish and train their own partners.

2.3 **Research and development.** The sub-component will finance existing scientific and technical partners from Karnataka, and new state, national and international partners as needed, to undertake applied research and development for improved watershed development, including creating and piloting the projects.

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Component 4: Project Management and Coordination.

Project management and coordination will be supported at central and state levels. The sub component would support incremental administration costs and specialists, travel, meetings, financial management, internal external audit and procurement, and equipment.

PROJECT AREA

1. A flexible approach will be adopted in participating states to select watersheds for developing improved data bases and watershed plans, as well as a sub-set of sites to establish model watersheds. Participating states would be committed to establishing an agreed number of model watersheds. Each site will be approximately 5,000 ha. An average target of 10-15 model watersheds per state would be taken up. It is expected that the model watersheds would be spread variably across the states, with some states being able to establish more sites than others. As was the case in Karnataka, the broader LRI work and watershed planning process would be scaled far beyond the model watersheds in the states. It is anticipated that each of the states could complete LRI work, LRI and hydrology atlases, water security plans, and integrated watershed plans on an additional 1,500 to 2,000 watersheds.

2. **Technical design:** States are familiar with implementing national watershed schemes. However, REWARD will be different from "business as usual" watershed programs

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because the new states will be expected to adopt modern technologies and data-focused land resource inventorization for watershed planning and implementation, work with technical partners, and expanding the application of data bases and DSS tools to help farmers improve productivity and climate resiliency.

Project Management support

The Project would predominantly focus on supporting watershed management activities in the partner States viz. Andhra Pradesh, Karnataka and Odisha. However, certain activities of the Project would have nation-wide application. While primary Project engagement would be with the State-level Nodal Agencies (SLNAs) of these States, engagement at the district and watershed level is foreseen in certain cases.

OBJECTIVE OF THE ASSIGNMENT

Hydrological information and modeling is an essential input for watershed assessment and planning. A water-focused planning approach based on sound hydrological principles is a key component for REWARD and gains further importance in the context of National Watershed Programe with its focus on the principles of conserving, provisioning, using and managing water for increased agricultural production. In this context, the DoLR proposes to engage the services of a Hydrologist/Water Resources Expert in the DoLR REWARD Project Implementation Unit.

DUTIES AND RESPONSIBILITIES

- Coordinate with key partners at central and state levels in the application of hydrological and other tools for catchment planning, monitoring of surface and groundwater availability and use
- Ensure that Hydrological data/models are routinely applied in the planning for watershed Projects and are reflected in the DPRs
- Responsible for managing the partnership with National level institutions and state level institutions working on hydrological and water management issues under REWARD project.
- Assess state-level requirements for strengthening capacity of teams in using GIS and RS applications in watershed management and use of GIS based Decision Support Systems (DSS)
- Assess and recommend techniques for water use efficiency and water reuse at the community level and pilot these at the appropriate levels.
- Liaise with research and academic institutions and partner states as necessary to Mainstream hydrological concerns within the watershed management approach.
- Identify suitable hydrological models for piloting and upscaling.
- Ensure that efficient water use based crop planning practices are demonstrated within the REWARD pilot watersheds.
- Take a lead with the urban watershed management concept and pilot applications under Component 3 to ensure that appropriate frameworks/models for urban watershed management are developed for diverse scenarios/requirements.
- Assist with capacity building of Project stakeholders at different levels in hydrology/water management in coordination with the Capacity Building (CB) team within the PMU.

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- Conceptualize Project activities for the introduction of meteorological and hydrological gauging and stream flow measurement at watershed level.
- Pilot systems for monitoring stream flow in watershed Projects.
- Plan measures for improving small watershed level hydrological and sedimentation data collection and analysis in the planning process and by the M&E team. Ensure that monitoring parameters for hydrological outcomes are integrated into the overall M&E for the Project.
- Identify procedures for hydrological modeling of small watersheds to evaluate impacts of watershed structures on surface flow, groundwater recharge and crop planning.
- Contribute to documentation and knowledge sharing in the thematic area and facilitate data availability on the subject at the PMU level.

EXPERIENCE AND QUALIFICATIONS

ESSENTIAL QUALIFICATIONS

1) Masters degree or equivalent in Hydrology or Water Resources Management from a recognized University.
2) Seven years of relevant work experience in the field of Hydrology and Water Resources.

DESIRABLE QUALIFICATIONS

1) Preference will be given for the candidates who have handled the World Bank or other externally aided projects or Government funded projects.
2) Sound knowledge of latest hydrological gauging tools and modeling techniques applicable in the watershed management context.
3) Experience of working with government and research institutions.
4) Applied research or applications at scale pertaining to the areas indicated.
5) Publications pertaining to areas of interest for the Project.
6) Experience of having worked in World Bank or other donor funded Projects.

Serving Officers belonging to the Central Govt. or Govt. of States or Union Territories or Central / State Govt. Public Sector Undertakings / Autonomous Bodies holding the post equivalent to Deputy Secretary / Director level at the Govt. of India having requisite qualification and work experience as stated above are also eligible to apply. In such case of selection the relevant Government rules regarding deputation will apply for regulating the terms and conditions of service during deputation to this position.

AGE - LIMIT:

The maximum age limit for applying the position shall be not exceeding 65 years as on date of advertisement of the post.

FEE AND ALLOWANCES

- For selected candidates other than the candidates selected on deputation, the compensation package will be paid within Rs. 1.50 lakh to Rs. 2.00 lakh per month, as decided by the Departmental Consultancy Evaluation Committee (CEC) based on the candidate's qualification, experience and suitability to the post.
- Enhancement of remuneration @ Rs.10000/- annually subject to
    (i)   Successful completion of each year of tenure;

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(ii)   Evaluation of performance of the Experts & recommendation by the Divisional Head and;

(iii)   Continuation of Service in NPMU.

REPORTING

The position directly reports to the Project Director – REWARD or his / her designate.

LOCATION

The position is based in the REWARD, PMU Office in New Delhi.

TERMS AND CONDITIONS OF THE CONTRACT

The position is contractual and coterminous and with the duration of the REWARD Project. The initial contract is for a period of 1 year with provision of extension on an annual basis on satisfactory performance of duties. There will be a probationary period of 4 months during which period the contract can be terminated with immediate effect. Beyond this period, the contract can be terminated after a notice period of one month by either party. The expert shall be transferred to the rolls of the Project Management Consultant Agency (PMCA) once the same is appointed under REWARD Project. The terms of conditions of the contract will remain the same in case of such transfer.

APPLICATION PROCEDURE AND DEADLINE

Applications are expected to submit a CV detailing their qualifications and experience that match the eligibility criteria. A covering letter highlighting why the applicant feels she / he would be good choice for the indicated position should accompany the CV.

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