



## **Request For Proposals**

### **Consultancy Services**

**Feasibility Study, Detailed Design and  
ESIA/RAP**

**For**

**Mokhotlong Waste Water Project**

**Ref no: WASCO/SCM/01012026**

## CONTENTS

<b>1. INTRODUCTION</b> .....	<b>1</b>
<b>2. OBJECTIVES OF THE ASSIGNMENT</b> .....	<b>1</b>
<b>3. SCOPE OF SERVICES</b> .....	<b>2</b>
3.1. STAGE 1: FEASIBILITY STUDY.....	2
3.1.1. Technical Assessment.....	2
3.1.2. Options Analysis.....	2
3.1.3. Environmental and Social Screening.....	3
3.1.4. Financial and Economic Analysis.....	3
3.1.5. Feasibility Study Deliverables.....	3
3.2. STAGE 2: DETAILED ENGINEERING DESIGN.....	3
3.2.1. Detailed Technical Design.....	4
3.2.2. ESG and Sustainability Integration.....	4
3.2.3. Effluent Management and Alternatives to Discharge.....	4
3.2.4. Detailed Design Deliverables.....	5
3.3. STAGE 3: ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) AND RESETTLEMENT ACTION PLAN (RAP).....	5
3.3.1. Environmental and Social Impact Assessment.....	5
3.3.2. Resettlement Action Plan (RAP).....	6
3.3.3. ESIA/RAP Deliverables.....	6
<b>4. INSTITUTIONAL ARRANGEMENTS</b> .....	<b>6</b>
<b>5. APPLICABLE STANDARDS AND GUIDELINES</b> .....	<b>6</b>
<b>6. INSTRUCTIONS TO BIDDERS</b> .....	<b>7</b>
<b>7. SCHEDULE OF CRITICAL DATES</b> .....	<b>10</b>
<b>8. SUBMISSION REQUIREMENTS</b> .....	<b>10</b>
<b>9. PREPARATION OF PROPOSAL</b> .....	<b>10</b>
9.1. TECHNICAL PROPOSAL.....	10
9.2. Technical Approach, Methodology and Work Plan for Undertaking the Assignment.....	11
9.2.1. Technical Approach and Methodology.....	11
9.2.2. Work Plan.....	12
9.2.3. Organisation and Staffing.....	13
9.2.4. Project Team and Required Qualifications.....	14
<b>10. FINANCIAL PROPOSAL</b> .....	<b>19</b>
<b>11. CLARIFICATION AND AMENDMENT OF THE RFP</b> .....	<b>20</b>
<b>12. COMMUNICATION</b> .....	<b>20</b>
12.1. SUBMISSION, RECEIPT AND OPENING OF PROPOSALS.....	20

<b>13. EVALUATION OF PROPOSALS .....</b>	<b>21</b>
<b>14. DATA SHEET .....</b>	<b>22</b>
<b>15. OUTPUTS.....</b>	<b>26</b>
<b>16. PROPOSAL SUBMISSION REQUIREMENTS.....</b>	<b>27</b>
<b>ANNEX 1 - TERMS OF REFERENCE .....</b>	<b>28</b>

## 1. INTRODUCTION

Mokhotlong town is currently served by a wastewater treatment plant (WWTP) and sewerage network that are severely dilapidated and no longer capable of handling existing and projected wastewater flows. The existing wastewater collection system serves only a limited area of the town, leaving significant portions unserved. In addition, wastewater trucks transporting and discharging domestic and mine-related wastewater from surrounding mining operations place further strain on the already overstretched treatment infrastructure.

The existing WWTP is located adjacent to the Mokhotlong River. Within the next two years, this river will become part of the Polihali Dam reservoir, currently under construction as part of Phase II of the Lesotho Highlands Water Project. This development introduces significant environmental, social, public health, and regulatory risks and requires that any future wastewater solution for Mokhotlong be designed with special consideration for reservoir protection, long-term sustainability, and climate resilience.

WASCO is transitioning towards Environmental, Social, and Governance (ESG)–aligned infrastructure development. Consequently, the new wastewater system must comply with ESG principles, prioritise environmental protection, minimise social impacts, promote resource efficiency, and adopt innovative, environmentally friendly alternatives to conventional effluent discharge wherever feasible.

## 2. OBJECTIVES OF THE ASSIGNMENT

The overall objective of this consultancy is to prepare a comprehensive and implementable solution for wastewater management in Mokhotlong through:

- A Feasibility Study to assess viable technical, environmental, social, and financial options;
- A Detailed Engineering Design of the preferred wastewater system; and
- A comprehensive Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP), where applicable.

The assignment shall ensure that the proposed wastewater system:

- Is fit for current and future wastewater flows;
- Protects the Mokhotlong River and future Polihali Dam reservoir;
- Complies with national legislation, international best practice, and ESG principles;
- Minimises or eliminates direct effluent discharge to surface water bodies;
- Is socially acceptable, environmentally sound, climate-resilient, and economically sustainable.

### **3. SCOPE OF SERVICES**

The Consultant shall carry out the assignment in three interlinked stages. Overlaps between stages shall be clearly managed and documented.

#### **3.1. STAGE 1: FEASIBILITY STUDY**

##### **3.1.1. Technical Assessment**

- Review existing wastewater infrastructure (WWTP, sewer network, pumping stations, sludge handling facilities).
- Assess current and projected wastewater flows, including:
  - ✓ Domestic wastewater;
  - ✓ Institutional and commercial sources;
  - ✓ Mine-related domestic wastewater delivered by trucks;
  - ✓ Population growth and urban expansion projections.
- Assess hydraulic, structural, and process performance of the existing WWTP.
- Evaluate the condition, coverage, and capacity of the existing sewer network.
- Assess the feasibility and potential for expansion and increased coverage of the sewerage network

##### **3.1.2. Options Analysis**

Identify and assess technically feasible wastewater treatment and collection alternatives, including but not limited to:

- Rehabilitation versus replacement of the existing WWTP;
- Incorporation of faecal sludge treatment into the process
- Expansion of sewerage coverage across Mokhotlong town;
- Decentralised or hybrid treatment systems;
- Nature-based solutions (e.g., constructed wetlands, polishing ponds);
- Zero-liquid-discharge or near-zero-discharge concepts;
- Water reuse options (e.g., irrigation, industrial reuse, dust suppression).
- Sludge re-use alternatives

#### **3.1.3. Environmental and Social Screening**

- Preliminary identification of environmental and social risks and opportunities.
- Special assessment of risks to the Polihali Dam reservoir.
- Identification of potential land acquisition, displacement, or livelihood impacts.

#### **3.1.4. Financial and Economic Analysis**

- Capital and operational cost estimates for shortlisted options.
- Life-cycle cost analysis.
- Affordability and operational sustainability assessment for WASCO.

#### **3.1.5. Feasibility Study Deliverables**

- Feasibility Study Report including the preferred option.
- Preliminary environmental and social management considerations.

### **3.2. STAGE 2: DETAILED ENGINEERING DESIGN**

The design stage shall develop a robust, sustainable, and implementable wastewater treatment solution based on the approved feasibility study. The proposed treatment

plant shall be designed to efficiently and reliably treat both faecal sludge and wastewater, ensuring compliance with applicable environmental standards, public health requirements, and ESG principles. The design shall prioritise operational sustainability, protection of receiving environments, and long-term adaptability to future demand and regulatory requirements.

### **3.2.1. Detailed Technical Design**

- Detailed design of wastewater collection system, including:
  - ✓ Sewer network extensions;
  - ✓ Pumping stations;
  - ✓ Trucked wastewater receiving and pre-treatment facilities.
- Detailed process, civil, mechanical, electrical, and instrumentation design of the WWTP.
- Integrate sludge re-use considerations into the design
- Design for projected flows up to at least a 35-year design horizon.
- Sludge treatment, handling, reuse, or safe disposal solutions.

### **3.2.2. ESG and Sustainability Integration**

Integration of ESG principles, including:

- Energy-efficient and low-carbon treatment technologies;
- Renewable energy options;
- Water reuse and circular economy approaches;
- Occupational health and safety measures;
- Institutional strengthening and governance considerations.
- Cooperative social investment.
- Capacity-building initiatives to enable and support local communities in the sustainable utilisation of sludge.

### **3.2.3. Effluent Management and Alternatives to Discharge**

- Design alternatives that minimise or eliminate effluent discharge into surface water.
- Advanced treatment or polishing processes suitable for reservoir protection.
- Reuse schemes with clear operational, regulatory, and health safeguards.

#### **3.2.4. Detailed Design Deliverables**

- Detailed Design Report;
- Drawings, specifications, and bills of quantities;
- Updated cost estimates;
- Implementation and phasing plan.

### **3.3. STAGE 3: ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) AND RESETTLEMENT ACTION PLAN (RAP)**

This stage shall run in parallel with the Detailed Design stage, with continuous feedback between design and impact mitigation. The consultant shall carry out the ESIA and RAP activities in compliance with the Act and regulations of Lesotho, and shall obtain the necessary records of decisions on behalf of WASCO.

#### **3.3.1. Environmental and Social Impact Assessment**

- Baseline studies (biophysical, social, and economic environment).
- Assessment of construction, operation, and decommissioning impacts.
- Specific assessment of impacts on:
  - ✓ Mokhotlong River and Polihali Dam reservoir;
  - ✓ Biodiversity and aquatic ecosystems;
  - ✓ Public health;
  - ✓ Vulnerable and marginalised groups.
- Climate change and disaster risk assessment.
- Obtaining a record of decision from the Department of Environment on behalf of WASCO

### **3.3.2. Resettlement Action Plan (RAP)**

- Identification of land acquisition and displacement impacts.
- Socio-economic surveys of Project Affected Persons (PAPs).
- Compensation, livelihood restoration, and grievance redress mechanisms.
- Obtain a record of decision from the Department of Environment on behalf of WASCO

### **3.3.3. ESIA/RAP Deliverables**

- ESIA Report compliant with Lesotho legislation and international standards;
- Environmental and Social Management Plan (ESMP);
- Resettlement Action Plan (if required);
- Stakeholder Engagement and Consultation Report.
- Record of decision from the Department of Environment for both ESIA and RAP.

## **4. INSTITUTIONAL ARRANGEMENTS**

- The Client for this assignment is WASCO.
- Overall financing is provided by the Government of the Kingdom of Lesotho.
- The Consultant shall work closely with WASCO, relevant government ministries, and regulatory authorities.

## **5. APPLICABLE STANDARDS AND GUIDELINES**

The assignment shall comply with:

- Laws and regulations of the Kingdom of Lesotho;
- WASCO technical standards, SABS shall be applied where WASCO standards fall short;
- International best practice (e.g., World Bank, IFC, AfDB);
- ESG principles and sustainability frameworks.

## 6. INSTRUCTIONS TO BIDDERS

1. The Client named in the **Data Sheet** will select a service provider from those who submit their proposals for this request.
2. Interested parties are invited to submit their Technical Proposals and Financial Proposals for the contract named in the **Data Sheet**.
3. The Proposal must be expressed in the [English language].
4. The Bidders must prepare their Proposals in accordance with WASCO's bidding Terms and Conditions provided in this document.
5. This RFP may be changed by the Client if it deems it necessary and, in such an event, all registered Bidders will be informed in writing of the change.
6. Bidders may be submitted as a Joint Venture (JV) and details of such should be filled in according to Form-3 or Form-4.
  - (a) All parties to the JV shall be jointly and severally liable.
  - (b) The JV shall nominate a Representative who shall have the authority to conduct all businesses, for and on behalf of any and all the parties of the JV during the bidding process, and in the event the JV is awarded the Contract, during contract execution.
7. Prior to preparing its proposal, Bidder is advised to read the complete TORs, taking note of the information provided and the nature of the responses required by WASCO.
8. Services proposed shall be reviewed and evaluated based on completeness and compliance of the Proposal and responsiveness with the requirements of the RFP and all other annexes providing details of the Project requirements.
9. The bidder should fill in all the required information in the forms provided.
10. Opportunities to clarify the Bidder's understanding of any matter relating to this RFP will be provided as described in this document.
11. The Client will provide inputs specified in this document, assist the successful firm obtain all necessary permits needed to carry out this assignment, and make project data and documentation available.
12. The Client is not bound to accept any of the proposals submitted.
13. The Client shall not be liable for any pre-contract costs incurred by interested bidders participating in the bidding process.
14. Any discrepancy (arithmetic error) between the unit price and the total price

shall be re-computed by the Client, and the unit price shall prevail, and the total price shall be corrected. If the Bidder does not accept the final price resulting from the Client's recomputation and correction of errors, its Proposal will be rejected.

15. Reasons for Disqualifications. Bidders may be disqualified and their proposals not considered, for any reason as might be deemed valid by WASCO or for any of the following specific reasons:

- (a) *Collusion*. Reason for believing collusion exists among the Bidders.
- (b) Reasonable grounds for believing that any Bidder is interested in more than one proposal for the work contemplated.
- (c) *Litigation* The bidder is interested in any litigation against WASCO.
- (d) A bidder has defaulted on a previous contract on grounds that WASCO does not consider valid.
- (e) *Competency*. Lack of competency as revealed by the evaluation process.
- (f) *Fraud*: misrepresentation of information or facts for the purpose of influencing the process of procuring services, or executing the contracts, to the detriment of WASCO or other participants

16. The successful bidder may not assign or transfer their rights and duties under this award to any other firm without the written consent of the WASCO and such consent shall not relieve the successful bidder of liability in event of default by their assignee.

17. All proposals shall specify terms and conditions of payment, which will be considered as part of the award of proposal. WASCO shall then affect payment in accordance with General Conditions of Contract after receipt of invoice, unless unusual circumstances arise.

18. The bidder shall bear all the risk during the performance of any activity towards the execution of the assignment. Such risks shall pass on to WASCO after the service has been commissioned or completed.

19. The proposal must be valid for a minimum period of 90 days from the closing date for the submission of proposals. The validity of the bid must be clearly

- indicated in the financial proposal.
20. Proposals may be modified or withdrawn in writing prior to the bid opening. Bids may not be modified or withdrawn after this time.
  21. By responding to this bid, the bidder guarantees that sufficient resources will be available to ensure delivery this assignment. No price variation due to escalation, inflation, fluctuation in exchange rates, or any other market factors shall be accepted by the Client after it has received the Proposal.
  22. The Bidder must fully declare and describe the organization and relationships and nature of participation of all entities proposed to be involved whether as partners or sub-consultant. For a consortium bid, one partner must be the designated prime consultant.
  23. A Bidder shall not have a conflict of interest. All bidders found to have conflict of interest shall be disqualified. Bidders must fill in the forms to declare any conflict of interest in relation to this assignment, failure to do so shall be regarded as fraud and such a bidder shall be immediately disqualified.
  24. WASCO requires the bidders to observe the highest standard of ethics during the procurement and execution of this assignment. WASCO will reject a proposal for award if it determines that the Bidder recommended for award has, directly or through an agent, engaged in corrupt, fraudulent, collusive or coercive practices in competing for this assignment.
  25. Financial proposal, the proposal must be packaged, sealed and separated from the technical proposal.
  26. The contract signed with the selected Bidder will be a WASCO Standard contract. The contract awarded for the services described in this RFP will be signed between the selected consultant and WASCO unless otherwise specified. The duration of the contract shall expire upon WASCO's acceptance or as stated in the contract when deemed satisfactory of the deliverables that are submitted by the selected firm.
  27. This Tender may be withdrawn or cancelled by WASCO at any time without assigning any reasons thereof. WASCO further reserves the right, at its complete discretion to reject any or all of the Bids without assigning any reasons whatsoever.

## 7. SCHEDULE OF CRITICAL DATES

**Table 1: Schedule of Critical Dates**

Action	Date
Issue RFP	3 <sup>rd</sup> February 2026 @ 12:30hrs
Compulsory Prebid meeting and site visit @ WASCO Mokhotlong Office	13 <sup>th</sup> February 2026 @ 10:00hrs
Final date for submission of questions via e-mail from the bidders	19 <sup>th</sup> February 2026
Final distribution of questions and answers to the bidders via e-mail	20 <sup>th</sup> February 2026
Final date for submission of bidder quotations in response to the RFP	3 <sup>rd</sup> March 2026 @ 10:00hrs: WASCO Head Office, Technical Boardroom
Opening of the quotes	3 <sup>rd</sup> March 2026 @ 10:30hrs: WASCO Head Office, Technical Boardroom

## 8. SUBMISSION REQUIREMENTS

Bidders shall submit all documents listed under Section 4, and the standards forms provided shall be used. Furthermore, the following documents shall be submitted for the bids to be considered substantively responsive.

- (a) Cover Letter
- (b) Company Profile
- (c) Certified Company Registration Certificate
- (d) Certified Company Tax Clearance
- (e) **Notarised Power of Attorney** in the case of a joint venture formed with foreign bidders.
- (f) JV agreement (in a case where there is a JV)

## 9. PREPARATION OF PROPOSAL

### 9.1. TECHNICAL PROPOSAL

Brief description of the bidder's organisation and an outline of the organisation's work

experience and assignments of a similar nature conducted within the past 10 years. For each previously performed assignment, the outline should indicate the Sub-Consultant/professional staff who participated, the assignment duration, the contract amount, the tasks performed, and company references. Information should be provided only for those assignments for which the Consultant was legally contracted by the client, or one of the major consultancy firms in a joint venture, or one of the recognised sub-consultants. Assignments completed by Professional staff working privately or with a different firm/organisation cannot be claimed as the bidding organisation's experience; rather, they can be claimed by the Professional staff in their individual CVs. The bidder must be prepared to substantiate the claimed experience if the client requires it.

Comments and suggestions on the terms of reference, including workable ideas to improve the quality and effectiveness of the assignments, may be included in the proposal.

## **9.2. TECHNICAL APPROACH, METHODOLOGY AND WORK PLAN FOR UNDERTAKING THE ASSIGNMENT**

The technical approach, methodology, and work plan are key components of the Technical Proposal. It should be divided into the following three (3) sections:

- a) Technical Approach and Methodology,
- b) Work Plan, and
- c) Organisation and Staffing.

### **9.2.1. Technical Approach and Methodology.**

In this section, you should explain your understanding of the objectives of the assignment, approach to the services, methodology for carrying out the activities and obtaining the expected output, and the degree of detail of such output. You should highlight the problems being addressed and their importance, and explain the technical approach you would adopt to address them. You should also explain the methodologies you propose to adopt and highlight their compatibility with the proposed approach.

**Table 2: Technical Approach/methodology (70 points)**

Definition	Points (%)	Description
Poor	40	The technical approach for carrying out the important activities outlined in the TOR is inappropriate or very poorly presented. Scope of work misunderstood
Satisfactory	70	The way to carry out the different activities of the TOR is discussed generically. The approach is standard and not specifically tailored to the assignment
Good	90	The proposed approach is discussed in full detail and tailored to the characteristics of the assignment, and is flexible enough to allow its adaptation to changes that may occur during the implementation of the assignment
Very good	100	In addition to what is stated in “good” above, the approach is innovative and efficient, indicating that the consultants have knowledge and new solutions

### 9.2.2. Work Plan

In this section, you should propose the main activities of the assignment, their content and duration, phasing and interrelations, milestones (including interim approvals) and delivery dates of the various reports, if any. The proposed work plan must be consistent with the technical approach and methodology, showing understanding of the TOR and ability to translate them into a feasible work plan.

**Table 3: Work plan (20 points)**

Definition	Points (%)	Description
Poor	40	The activity schedule omits important tasks, the timing of activities and correlation among them is inconsistent with the approach proposed. There is lack of clarity and logic in sequencing
Satisfactory	70	All key activities are included in the activity schedule, but they are not detailed. There are minor inconsistencies between timing, assignment outputs, and the proposed approach
Good	90	The work plan fits the TOR well, all important activities are indicated in the activity schedule, and their timing is consistent with the assignment outputs and approach

Definition	Points (%)	Description
Very good	100	In addition to what is listed under “good” above, the sequencing and timing of activities are very well defined, indicating that the consultants have optimised resource use. A specific chapter of the proposal explains the work plan, and the work plan permits flexibility to accommodate contingencies

### 9.2.3. Organisation and Staffing

In this section, you should propose the structure and composition of your team. You should list the main disciplines of the assignment, the key expert responsible, and the proposed technical and support staff, if any.

**Table 4: Organisation and Staffing (10 Points)**

Definition	Points (%)	Description
Poor	40	The organisational chart is sketchy, the staffing plan is weak in key areas, and the staffing schedule is inconsistent with the timing of the assignment's most important outputs. The proposed specialists have never worked together
Satisfactory	70	The organisation chart is complete and detailed, and the technical level and composition of staffing are consistent with both timing and assignment outputs
Good	90	In addition to what is stated in “satisfactory”, the staff is very well balanced, showing good coordination, clear and detailed definition of the duties and responsibilities, not too many short-term experts, not too many generalists.

Definition	Points (%)	Description
Very good	100	On top of the requirements for a "good" rating, the proposed team is integrated, and several members have worked together extensively before in the past; an explanation of the Borrower's role and integration in the assignment is provided. The proposal contains a detailed discussion demonstrating that the consultants have optimised the use and deployment of resources for the sake of efficiency and economy based on the proposed logistics.

#### 9.2.4. Project Team and Required Qualifications

The following team members will be required for this assignment. The consultant is required to submit full CVs and certified academic records for the proposed team, along with their signed declarations.

**Table 5: Project Team or Key Personnel**

Position	Qualifications and Experience	Qty
<b>Team Leader / Senior Wastewater Engineer</b>	<ul style="list-style-type: none"> <li>• Master's degree in Civil, Environmental, or Water Engineering (or equivalent).</li> <li>• Registered Professional Engineer with a recognised professional body.</li> <li>• Minimum of fifteen (15) years' relevant professional experience.</li> <li>• Proven experience in leading wastewater feasibility studies, detailed engineering design, and implementation planning.</li> <li>• Demonstrated experience in the design of wastewater treatment plants and sewerage networks for small to medium-sized urban areas.</li> <li>• Experience with ESG-aligned infrastructure projects and multilateral development bank-funded assignments</li> </ul>	1
<b>Wastewater Process Engineer</b>	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree in Environmental, Chemical, or Process Engineering.</li> </ul>	1

Position	Qualifications and Experience	Qty
	<ul style="list-style-type: none"> <li>• Minimum of twelve (12) years' experience in wastewater treatment process design.</li> <li>• Proven experience in advanced treatment processes, effluent polishing, and water reuse systems.</li> <li>• Demonstrated experience in low-discharge or zero-liquid-discharge wastewater solutions.</li> <li>• Experience in high-altitude or cold-climate environments shall be an added advantage.</li> </ul>	
<b>Sewer Network and Hydraulic Engineer</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in Civil Engineering with specialisation in water or hydraulics.</li> <li>• Minimum of ten (10) years' experience in sewer network assessment, hydraulic modelling, and system expansion.</li> <li>• Proven experience in the design of gravity and pumped sewer systems, pumping stations, and trunk sewers.</li> <li>• Experience in phased sewer network expansion and long-term master planning.</li> </ul>	1
<b>Faecal Sludge Management and Sludge Re-use Specialist</b>	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree in Environmental Engineering, Sanitation, or a related discipline.</li> <li>• Minimum of eight (8) years' relevant experience.</li> <li>• Proven experience in the integration of faecal sludge treatment within conventional wastewater treatment systems.</li> <li>• Demonstrated experience in sludge treatment, reuse, resource recovery, and safe disposal solutions.</li> <li>• Experience with circular economy approaches and community-based sludge reuse initiatives.</li> </ul>	1
<b>Environmental Specialist (ESIA Lead)</b>	<ul style="list-style-type: none"> <li>• Master's degree in Environmental Science, Environmental Engineering, or related field.</li> <li>• Minimum of twelve (12) years' experience in environmental impact assessment.</li> <li>• Proven experience in leading ESIA studies for water and sanitation infrastructure projects.</li> <li>• Demonstrated knowledge of Lesotho environmental legislation and international safeguard standards (e.g. World Bank, IFC, AfDB).</li> </ul>	1

Position	Qualifications and Experience	Qty
	<ul style="list-style-type: none"> <li>• Experience with projects in environmentally sensitive areas, including reservoirs and river systems.</li> </ul>	
<b>Social Development and Resettlement Specialist</b>	<ul style="list-style-type: none"> <li>• Master’s degree in Social Sciences, Sociology, Development Studies, or related discipline.</li> <li>• Minimum of ten (10) years’ experience in social impact assessment and resettlement planning.</li> <li>• Proven experience in the preparation of Resettlement Action Plans (RAPs) and livelihood restoration programmes.</li> <li>• Strong experience in stakeholder engagement, consultation, and grievance redress mechanisms.</li> </ul>	1
<b>ESG and Sustainability Specialist</b>	<ul style="list-style-type: none"> <li>• Bachelor’s or Master’s degree in Sustainability, Environmental Management, or Engineering.</li> <li>• Minimum of eight (8) years’ experience in ESG integration for infrastructure projects.</li> <li>• Proven experience in low-carbon, energy-efficient, and resource-efficient wastewater solutions.</li> <li>• Experience in institutional strengthening, governance, and cooperative social investment initiatives.</li> </ul>	1
<b>Climate Change and Resilience Specialist</b>	<ul style="list-style-type: none"> <li>• Master’s degree in Climate Science, Environmental Engineering, or a related discipline.</li> <li>• Minimum of eight (8) years’ relevant experience.</li> <li>• Demonstrated experience in climate risk and vulnerability assessments for infrastructure projects.</li> <li>• Proven experience in integrating climate resilience and disaster risk reduction measures into wastewater system design.</li> </ul>	1

Position	Qualifications and Experience	Qty
<b>Financial and Economic Analyst</b>	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree in Economics, Finance, or Engineering Economics.</li> <li>• Minimum of eight (8) years' experience in financial and economic analysis of infrastructure projects.</li> <li>• Proven experience in life-cycle cost analysis, affordability assessments, and operational sustainability evaluations for utilities</li> </ul>	1
<b>Electrical and Instrumentation Engineer</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in Electrical, Mechatronic, or Instrumentation Engineering.</li> <li>• Minimum of eight (8) years' relevant experience.</li> <li>• Proven experience in electrical systems, automation, and SCADA for wastewater treatment plants and pumping stations.</li> <li>• Experience in renewable energy integration and energy efficiency measures.</li> </ul>	1
<b>Mechanical Engineer (Wastewater Infrastructure)</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in Mechanical Engineering.</li> <li>• Registered Professional Engineer or eligible for registration with a recognised professional body.</li> <li>• Minimum of ten (10) years' relevant professional experience.</li> <li>• Proven experience in mechanical design of wastewater treatment plants, including pumps, blowers, screens, sludge handling equipment, and mechanical process units.</li> <li>• Experience in equipment selection, specifications, energy efficiency, and maintainability of wastewater facilities.</li> </ul>	1
<b>Public Health Specialist</b>	<ul style="list-style-type: none"> <li>• Bachelor's or Master's degree in Public Health or Environmental Health.</li> <li>• Minimum of eight (8) years' relevant experience.</li> <li>• Proven experience in public health risk assessments related to wastewater reuse, sludge handling, and sanitation systems.</li> <li>• Experience in occupational health and safety for wastewater infrastructure projects.</li> </ul>	1

Position	Qualifications and Experience	Qty
<b>GIS and Urban Planning Specialist</b>	<ul style="list-style-type: none"> <li>• Bachelor's degree in GIS, Urban Planning, or related discipline.</li> <li>• Minimum of five (5) years' relevant experience.</li> <li>• Proven experience in spatial analysis of sewer network coverage and expansion scenarios.</li> <li>• Experience in population growth projections and urban development planning.</li> </ul>	1

**NB:** All key experts shall have demonstrated experience in similar wastewater projects, preferably in high-altitude or environmentally sensitive areas.

## 10. FINANCIAL PROPOSAL

In preparing their financial proposals, bidders are expected to take into account the requirements outlined in the RFP documents. The Financial Proposal should be submitted using the Standard forms (as attached to this RFP). All costs associated with the assignment are to be listed, including:

- a) Cost of personnel breakdown
- b) Travel costs
- c) Cost for production of reports
- d) Workshop costs
- e) Miscellaneous costs (reimbursable, etc.)

The financial proposal in the bid should include all applicable taxes. This includes, but is not limited to, VAT, withholding tax (5% for local companies, 10% for international companies), etc., and must be submitted as a separate document. By any chance, the costs of the engagement should not be expressed, explicitly or implicitly, in the technical proposal document. ***Failure to comply with this requirement shall result in the disqualification of the proposal.***

## 11. CLARIFICATION AND AMENDMENT OF THE RFP

During the RFP process, questions and/or clarifications regarding the RFP document must be requested in writing to the office and the address stated in the **Data Sheet**. Requests for clarification and/or questions must be submitted no later than the date set for bidders to submit their questions.

Any additional document issued by the client during the tender process shall be deemed to form part of this RFP and shall supersede any part of the RFP where indicated. The client may also exercise the option to extend the tendering period and/or postpone the proposal submission date and/or time in the event that a subsequent document is issued.

## 12. COMMUNICATION

Except as provided in the preceding section above, NO parties shall contact any officers, employees or team members of the Client with respect to this RFP. An oral communication with the employee of the Client concerning this RFP is not binding on the Client and shall in no way alter the specifications, terms or conditions of this RFP.

### 12.1. SUBMISSION, RECEIPT AND OPENING OF PROPOSALS

1. The original proposal (technical and financial proposal) shall contain no interlineations or overwriting.
2. An authorised individual of the bidder shall initial all pages of the Technical and Financial Proposal.
3. The Authorisation shall be in the form of a written power of attorney.
4. The proposal shall be preceded by a Bid Submission letter.
5. The proposals must be submitted in **6 hard copies (one original and 5 copies for the technical proposal) and 6 others for the financial proposal (one original and 5 copies). 1 copy of the technical and 1 financial bid each in electronic format**. Both technical and financial documents should be enclosed in separate envelopes labelled “**Technical**” and “**Financial**” respectively. The two envelopes should then be enclosed in one envelope, which should not bear the company name, but be written ‘**MOKHOTLONG WASTE WATER PROJECT – CONSULTANCY SERVICES**’. The package

should then be delivered to the address stated in the **Data Sheet**, no later than the date and time specified in the **Data Sheet**.

### 13. EVALUATION OF PROPOSALS

1. From the time the Proposals are opened to the time the Contract is awarded, the bidder should not contact the Client on any matter related to its Technical and/or Financial Proposal. Any effort by bidder to influence the Client in the examination, evaluation, ranking of Proposals, and recommendation for award of Contract may result in the rejection of the bidders' Proposal.
2. The evaluation committee shall evaluate the Technical Proposals on the basis of their responsiveness to the Technical Requirements, applying the evaluation criteria, sub-criteria, and point system specified in the **Data Sheet**. Each responsive Proposal will be given a technical score (Ts). A Proposal shall be rejected at this stage if it does not respond to important aspects of the RFP, and fails to achieve the minimum technical score indicated in the evaluation criteria specified in the **Data Sheet**
3. After the technical evaluation is completed, the bidders who did not qualify during the technical evaluation will not be considered for further evaluation.
4. The Bidder is REQUIRED to submit a Financial Proposal using for this purpose the Financial Proposal Submission Forms in FIN Form-01 (One financial proposal submitted with all the FIN Forms-01).
5. The Evaluation Committee will correct any computational errors. When correcting computational errors, in cases of discrepancy between a partial amount and the total amount, or between word and figures, the former will prevail.

6. The highest evaluated Financial Proposal will be given the maximum financial score (fs) of 100 points. The financial scores (fs) of the other Financial Proposals will be computed as indicated in the **Data Sheet**. Proposals will be ranked according to their combined technical (ts) and financial (fs) scores using the weights (T = the weight given to the Technical Proposal; P = the weight given to the Financial Proposal; T + P = 1) indicated in the Evaluation Criteria:  $S = ts \times T\% + fs \times P\%$ . The Party achieving the highest combined technical and financial score will be invited for negotiations.

## 14. DATA SHEET

<b>Name of the Client:</b>	Water and Sewerage Company (Pty) Ltd; P.O. BOX 426 Maseru 100 Off Moshoeshoe Road Industrial Area
<b>Proposal Submission</b>	The proposals must be submitted in 6 hard copies: 6 for the technical proposal (one original and 5 copies) and 6 for the financial proposal (one original and 5 copies). 1 copy of the technical and 1 financial bid each in electronic format. Both technical and financial documents should be enclosed in separate envelopes labelled “ <b>Technical</b> ” and “ <b>Financial</b> ” respectively. The two envelopes should then be enclosed in one envelope, which should not bear the company name, but be written ‘ <b>MOKHOTLONG WASTE WATER PROJECT – CONSULTANCY SERVICES</b> ’. The package should then be delivered to the address stated in the Data Sheet, no later than the date and time specified in the <b>Data Sheet</b> .
<b>Bid Selection</b>	The method of selection would be in accordance to the procedures set out in the WASCO and National Procurement Regulations issued by the Ministry of Finance, Lesotho
<b>Bid Validity</b>	Proposals must remain valid up to 90 days after the submission date
<b>Clarifications and Amendments of RFP Documents</b>	Interested consultants may obtain further information on request by writing to the address below. To the address below The Supply Chain Manager

	<p style="text-align: center;">WASCO Head Office Industrial Area (off Moshoeshoe Road) Maseru, Lesotho Tel: (+266) 22262151; (+266) 22262130; (+266) 22262132 E-mail: <a href="mailto:supplychainmanagement@wasco.co.ls">supplychainmanagement@wasco.co.ls</a></p>										
<b>Submission, Receipt, and Opening of Proposals</b>	<p>The proposals are expected to be submitted to the following address by the <b>3rd March 2026 @ 10:00hrs</b></p> <p style="text-align: center;">The Chief Executive WASCO Head Office Industrial Area (off Moshoeshoe Road) Maseru, Lesotho Tel: (+266) 22262151; (+266) 22262130; (+266) 22262132</p> <p>To be submitted at the tender box situated at the <b>Technical Boardroom</b>.</p> <p>Opening of the tender on the <b>3rd March 2026 @ 10:30hrs</b> at the same site.</p>										
<b>Evaluation of Proposals</b>	<p>The bids of the shortlisted parties will be evaluated on technical grounds. Criteria, sub-criteria, and point system for the evaluation of Full Technical Proposals are:</p> <p>The Technical Proposal will initially be checked for substantial responsiveness based on the requirements set in the submission forms and the minimum eligibility criteria set for the technical team</p>										
<b>Bid Selection</b>	<p>The method of selection would be in accordance with the procedures set out in the WASCO and National Procurement Regulations issued by the Ministry of Finance, Lesotho</p>										
<b>Bid Validity</b>	<p>Proposals must remain valid up to <b>90 days</b> after the submission date</p>										
	<p>is met. Proposals which meet the aforementioned criteria will be set forth for further technical evaluation as follows</p> <p style="text-align: center;"><b>POINTS</b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td><b>(A) Company Profile:</b></td> <td style="text-align: right;"><b>[100]</b></td> </tr> <tr> <td><b>No. of similar projects with max of three (3) projects completed</b></td> <td style="text-align: right;"><b>[30]</b></td> </tr> <tr> <td>Detailed Design [10 points per project]</td> <td></td> </tr> <tr> <td>ESIA/RAP [3 points per project]</td> <td></td> </tr> <tr> <td>Feasibility Study [2 points per project]</td> <td></td> </tr> </table>	<b>(A) Company Profile:</b>	<b>[100]</b>	<b>No. of similar projects with max of three (3) projects completed</b>	<b>[30]</b>	Detailed Design [10 points per project]		ESIA/RAP [3 points per project]		Feasibility Study [2 points per project]	
<b>(A) Company Profile:</b>	<b>[100]</b>										
<b>No. of similar projects with max of three (3) projects completed</b>	<b>[30]</b>										
Detailed Design [10 points per project]											
ESIA/RAP [3 points per project]											
Feasibility Study [2 points per project]											

	<b>Previous assignments, Waste Water Infrastructure, with max of two (2) projects completed</b>	<b>[50]</b>
	Detailed Design [15 points per project]	
	ESIA/RAP [7 points per project]	
	Feasibility Study [3 points per project]	
	<b>Organisational structure</b>	<b>[20]</b>
	<b>TOTAL A = [       ]</b>	
	<b>(B) Project Team</b>	<b>[100]</b>
	Team Leader / Senior Wastewater Engineer	[10]
	Wastewater Process Engineer	[10]
	Sewer Network and Hydraulic Engineer	[10]
	Faecal Sludge Management and Sludge Re-use Specialist	[10]
	Environmental Specialist (ESIA Lead)	[10]
	Social Development and Resettlement Specialist	[5]
	ESG and Sustainability Specialist	[5]
	Climate Change and Resilience Specialist	[5]
Financial and Economic Analyst	[5]	
Electrical and Instrumentation Engineer	[10]	
Mechanical Engineer (Wastewater Infrastructure)	[10]	
Public Health Specialist	[5]	
GIS and Urban Planning Specialist	[5]	
<b>TOTAL B = [       ]</b>		
<p>The number of points (<b>part B</b>) to be assigned to each of the above positions or disciplines shall be determined considering the following three sub-criteria and relevant percentage weights:</p> <p>Education and qualifications [30%]  Specific Experience [60%]  Local Experience [10%]</p>		
<b>(C) Approach, Methodology &amp; Work plan: [100]</b>		
Approach & Methodology [70]		

	<p>Work plan of the Assignment [30]</p> <p style="text-align: center;"><b>TOTAL C = [ ]</b></p> <p><b>Technical Score (<math>t_s</math>) = <math>A/100*[W_1] + B/100*[W_2] + C/100*[W_3]</math></b></p> <p><b>Weight Distribution:</b></p> <p>W<sub>1</sub> Company Experience [20]  W<sub>2</sub> Project Team [30]  W<sub>3</sub> Approach &amp; Methodology [50]</p> <p><b>The minimum technical score (<math>t_s</math>) required to pass is: 80 Points</b></p> <p><b>The formula for determining the financial scores is the following:</b></p> $F_s = 100 \times F_m / F,$ <p style="text-align: center;"><i>(where <math>F_s</math> is the financial score, <math>F_m</math> is the lowest price, and <math>F</math> is the price of the proposal under consideration).</i></p> <p><b>The weights given to the Technical and Financial Proposals are:</b></p> <p style="text-align: center;"><b>T = [0.8],</b>  and  <b>F = [0.2]</b></p>

## 15. OUTPUTS

All deliverables shall be submitted to WASCO, in both electronic form and in hard copies. Text of all reports should be in Arial font size 12. Drafts will be reviewed and accepted, or concerns/comments will be raised within two weeks of receipt. The Consultant shall incorporate the comments and submit the final reports within one week of receiving them. All reports under this contract shall be submitted in English.

The Consultants are expected to work with the WASCO Project Manager and the implementation Team:

1. Draft Inception Report (including the work methodology, approach, detailed work plan and results of the scoping phase)
2. Feasibility Study report
3. Detailed Design reports
4. ESIA, EMP and RAP reports and record of decision from the Department of Environment

Each report mentioned above will be submitted in both digital and hard copy (6 copies), in English. At the completion of each stage, each draft or final report shall be presented to the Client and stakeholders at a 2-day workshop.

## 16. PROPOSAL SUBMISSION REQUIREMENTS

The proposal must be submitted:

- a) in 6 hard copies, including one original and 5 copies for the technical proposal and 6 others for Commercial/ financial, including one original and 5 copies
- b) 1 copy of the technical and 1 financial bid each in electronic format
- c) Both technical and financial documents should be enclosed in separate envelopes labelled “**Technical**” and “**Financial**” respectively.
- d) The package should then be enclosed in one envelope, which should not bear the company name, but be written ‘**MOKHOTLONG WASTE WATER PROJECT – CONSULTANCY SERVICES**’.
- e) The package should then be delivered and deposited in the tender box situated at the Chief Executive Office, First Floor, WASCO Headquarters, not later than **3<sup>rd</sup> March 2026 at 10:00hrs**. The Proposal submission address is shown below.

**The Chief Executive**

WASCO

P.O. Box 426

Industrial Area (off Moshoeshoe Road)

Maseru, Lesotho 100

Tel: +266 22262130; +266 22262132; +266 22262151

- f) Any financial proposal or prices must not be reflected in the technical bid; otherwise, this shall lead to **DISQUALIFICATION**.
- g) The traders’ license or company registration certificates, copies, and the tax clearance certificates, copies must be enclosed in the technical Bid document.
- h) The bidding documents will be available at the address as shown above.

***NB: All bids must be registered at the Technical Boardroom before being deposited in a tender box. All bids deposited in the box without registration shall be disqualified and returned to the bidder. A tender box will be located at the Technical Boardroom.***

# **ANNEX 1 - TERMS OF REFERENCE**

## **MOKHOTLONG WASTEWATER PROJECT**

**Client:** Ministry of Natural Resources - Water and Sewerage Company (WASCO)

**Financier:** Government of the Kingdom of Lesotho

**Location:** Mokhotlong District, Lesotho

### **1. BACKGROUND AND CONTEXT**

The town of Mokhotlong is currently served by a wastewater treatment plant (WWTP) and sewerage network that are severely dilapidated and no longer capable of handling existing and projected wastewater flows. The existing wastewater collection system serves only a limited area of the town, leaving significant portions unserved. In addition, wastewater trucks transporting and discharging domestic and mine-related wastewater from surrounding mining operations place further strain on the already overstretched treatment infrastructure.

The existing WWTP is located adjacent to the Mokhotlong River. Within the next two years, this river will become part of the Polihali Dam reservoir, currently under construction as part of Phase II of the Lesotho Highlands Water Project. This development introduces significant environmental, social, public health, and regulatory risks and requires that any future wastewater solution for Mokhotlong be designed with special consideration for reservoir protection, long-term sustainability, and climate resilience.

WASCO is transitioning towards Environmental, Social, and Governance (ESG)–aligned infrastructure development. Consequently, the new wastewater system must comply with ESG principles, prioritise environmental protection, minimise social impacts, promote resource efficiency, and adopt innovative, environmentally friendly alternatives to conventional effluent discharge wherever feasible.

### **2. OBJECTIVES OF THE ASSIGNMENT**

The overall objective of this consultancy is to prepare a comprehensive and implementable solution for wastewater management in Mokhotlong through:

- A Feasibility Study to assess viable technical, environmental, social, and financial options;
- A Detailed Engineering Design of the preferred wastewater system; and
- A comprehensive Environmental and Social Impact Assessment (ESIA) and Resettlement Action Plan (RAP), where applicable.

The assignment shall ensure that the proposed wastewater system:

- Is fit for current and future wastewater flows;
- Protects the Mokhotlong River and future Polihali Dam reservoir;
- Complies with national legislation, international best practice, and ESG principles;
- Minimises or eliminates direct effluent discharge to surface water bodies;
- Is socially acceptable, environmentally sound, climate-resilient, and economically sustainable.

### **3. SCOPE OF SERVICES**

The Consultant shall carry out the assignment in three interlinked stages. Overlaps between stages shall be clearly managed and documented.

#### **STAGE 1: FEASIBILITY STUDY**

##### **3.1 Technical Assessment**

- Review existing wastewater infrastructure (WWTP, sewer network, pumping stations, sludge handling facilities).
- Assess current and projected wastewater flows, including:
  - Domestic wastewater;
  - Institutional and commercial sources;
  - Mine-related domestic wastewater delivered by trucks;
  - Population growth and urban expansion projections.
- Assess hydraulic, structural, and process performance of the existing WWTP.
- Evaluate the condition, coverage, and capacity of the existing sewer network.
- Assess the feasibility and potential for expansion and increased coverage of the sewerage network

### 3.2 Options Analysis

- Identify and assess technically feasible wastewater treatment and collection alternatives, including but not limited to:
  - Rehabilitation versus replacement of the existing WWTP;
  - Incorporation of faecal sludge treatment into the process
  - Expansion of sewerage coverage across Mokhotlong town;
  - Decentralised or hybrid treatment systems;
  - Nature-based solutions (e.g., constructed wetlands, polishing ponds);
  - Zero-liquid-discharge or near-zero-discharge concepts;
  - Water reuse options (e.g., irrigation, industrial reuse, dust suppression).
  - Sludge re-use alternatives

### 3.3 Environmental and Social Screening

- Preliminary identification of environmental and social risks and opportunities.
- Special assessment of risks to the Polihali Dam reservoir.
- Identification of potential land acquisition, displacement, or livelihood impacts.

### 3.4 Financial and Economic Analysis

- Capital and operational cost estimates for shortlisted options.
- Life-cycle cost analysis.
- Affordability and operational sustainability assessment for WASCO.

### 3.5 Feasibility Study Deliverables

- Feasibility Study Report including the recommended preferred option.
- Preliminary environmental and social management considerations.

## STAGE 2: DETAILED ENGINEERING DESIGN

The design stage shall develop a robust, sustainable, and implementable wastewater treatment solution based on the approved feasibility study. The proposed treatment plant shall be designed to efficiently and reliably treat both faecal sludge and wastewater, ensuring compliance with applicable environmental standards, public health requirements, and ESG principles. The design shall prioritise operational

sustainability, protection of receiving environments, and long-term adaptability to future demand and regulatory requirements.

### **3.6 Detailed Technical Design**

- Detailed design of wastewater collection system, including:
  - Sewer network extensions;
  - Pumping stations;
  - Trucked wastewater receiving and pre-treatment facilities.
- Detailed process, civil, mechanical, electrical, and instrumentation design of the WWTP.
- Integrate sludge re-use considerations into the design
- Design for projected flows up to at least a 35 year design horizon.
- Sludge treatment, handling, reuse, or safe disposal solutions.

### **3.7 ESG and Sustainability Integration**

- Integration of ESG principles, including:
  - Energy-efficient and low-carbon treatment technologies;
  - Renewable energy options;
  - Water reuse and circular economy approaches;
  - Occupational health and safety measures;
  - Institutional strengthening and governance considerations.
  - Cooperative social investment.
  - Capacity-building initiatives to enable and support local communities in the sustainable utilisation of sludge.

### **3.8 Effluent Management and Alternatives to Discharge**

- Design alternatives that minimise or eliminate effluent discharge into surface water.
- Advanced treatment or polishing processes suitable for reservoir protection.
- Reuse schemes with clear operational, regulatory, and health safeguards.

### **3.9 Detailed Design Deliverables**

- Detailed Design Report;
- Drawings, specifications, and bills of quantities;

- Updated cost estimates;
- Implementation and phasing plan.

### **STAGE 3: ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT (ESIA) AND RESETTLEMENT ACTION PLAN (RAP)**

This stage shall run in parallel with the Detailed Design stage, with continuous feedback between design and impact mitigation. The consultant shall carry out the ESIA and RAP activities in compliance with the Act and regulations of Lesotho, and shall obtain the necessary records of decisions on behalf of WASCO.

#### **3.10 Environmental and Social Impact Assessment**

- Baseline studies (biophysical, social, and economic environment).
- Assessment of construction, operation, and decommissioning impacts.
- Specific assessment of impacts on:
  - Mokhotlong River and Polihali Dam reservoir;
  - Biodiversity and aquatic ecosystems;
  - Public health;
  - Vulnerable and marginalised groups.
- Climate change and disaster risk assessment.
- Obtaining a record of decision from the Department of Environment on behalf of WASCO

#### **3.11 Resettlement Action Plan (RAP)**

- Identification of land acquisition and displacement impacts.
- Socio-economic surveys of Project Affected Persons (PAPs).
- Compensation, livelihood restoration, and grievance redress mechanisms.
- Obtain a record of decision from the Department of Environment on behalf of WASCO

#### **3.12 ESIA/RAP Deliverables**

- ESIA Report compliant with Lesotho legislation and international standards;

- Environmental and Social Management Plan (ESMP);
- Resettlement Action Plan (if required);
- Stakeholder Engagement and Consultation Report.
- Record of decision from the Department of Environment for both ESIA and RAP.

#### **4. INSTITUTIONAL ARRANGEMENTS**

- The Client for this assignment is WASCO.
- Overall financing is provided by the Government of the Kingdom of Lesotho.
- The Consultant shall work closely with WASCO, relevant government ministries, and regulatory authorities.

#### **5. REQUIRED SKILL SETS AND TEAM COMPOSITION**

The Consultant shall provide suitably qualified and experienced key experts to carry out the assignment effectively. The key experts shall have demonstrated experience in similar assignments of comparable scope, complexity, and environmental sensitivity.

##### **5.1 Team Leader / Senior Wastewater Engineer**

- Master's degree in Civil, Environmental, or Water Engineering (or equivalent).
- Registered Professional Engineer with a recognized professional body.
- Minimum of fifteen (15) years' relevant professional experience.
- Proven experience in leading wastewater feasibility studies, detailed engineering design, and implementation planning.
- Demonstrated experience in the design of wastewater treatment plants and sewerage networks for small to medium-sized urban areas.
- Experience with ESG-aligned infrastructure projects and multilateral development bank-funded assignments.

##### **5.2 Wastewater Process Engineer**

- Bachelor's or Master's degree in Environmental, Chemical, or Process Engineering.

- Minimum of twelve (12) years' experience in wastewater treatment process design.
- Proven experience in advanced treatment processes, effluent polishing, and water reuse systems.
- Demonstrated experience in low-discharge or zero-liquid-discharge wastewater solutions.
- Experience in high-altitude or cold-climate environments shall be an added advantage.

### **5.3 Sewer Network and Hydraulic Engineer**

- Bachelor's degree in Civil Engineering with specialization in water or hydraulics.
- Minimum of ten (10) years' experience in sewer network assessment, hydraulic modelling, and system expansion.
- Proven experience in the design of gravity and pumped sewer systems, pumping stations, and trunk sewers.
- Experience in phased sewer network expansion and long-term master planning.

### **5.4 Faecal Sludge Management and Sludge Re-use Specialist**

- Bachelor's or Master's degree in Environmental Engineering, Sanitation, or a related discipline.
- Minimum of eight (8) years' relevant experience.
- Proven experience in the integration of faecal sludge treatment within conventional wastewater treatment systems.
- Demonstrated experience in sludge treatment, reuse, resource recovery, and safe disposal solutions.
- Experience with circular economy approaches and community-based sludge reuse initiatives.

### **5.5 Environmental Specialist (ESIA Lead)**

- Master's degree in Environmental Science, Environmental Engineering, or related field.
- Minimum of twelve (12) years' experience in environmental impact assessment.

- Proven experience in leading ESIA studies for water and sanitation infrastructure projects.
- Demonstrated knowledge of Lesotho environmental legislation and international safeguard standards (e.g. World Bank, IFC, AfDB).
- Experience with projects in environmentally sensitive areas, including reservoirs and river systems.

### **5.6 Social Development and Resettlement Specialist**

- Master's degree in Social Sciences, Sociology, Development Studies, or related discipline.
- Minimum of ten (10) years' experience in social impact assessment and resettlement planning.
- Proven experience in the preparation of Resettlement Action Plans (RAPs) and livelihood restoration programmes.
- Strong experience in stakeholder engagement, consultation, and grievance redress mechanisms.

### **5.7 ESG and Sustainability Specialist**

- Bachelor's or Master's degree in Sustainability, Environmental Management, or Engineering.
- Minimum of eight (8) years' experience in ESG integration for infrastructure projects.
- Proven experience in low-carbon, energy-efficient, and resource-efficient wastewater solutions.
- Experience in institutional strengthening, governance, and cooperative social investment initiatives.

### **5.8 Climate Change and Resilience Specialist**

- Master's degree in Climate Science, Environmental Engineering, or a related discipline.
- Minimum of eight (8) years' relevant experience.
- Demonstrated experience in climate risk and vulnerability assessments for infrastructure projects.

- Proven experience in integrating climate resilience and disaster risk reduction measures into wastewater system design.

### **5.9 Financial and Economic Analyst**

- Bachelor's or Master's degree in Economics, Finance, or Engineering Economics.
- Minimum of eight (8) years' experience in financial and economic analysis of infrastructure projects.
- Proven experience in life-cycle cost analysis, affordability assessments, and operational sustainability evaluations for utilities

### **5.10 Electrical and Instrumentation Engineer**

- Bachelor's degree in Electrical, Mechatronic, or Instrumentation Engineering.
- Minimum of eight (8) years' relevant experience.
- Proven experience in electrical systems, automation, and SCADA for wastewater treatment plants and pumping stations.
- Experience in renewable energy integration and energy efficiency measures.

### **5.11 Mechanical Engineer (Wastewater Infrastructure)**

- Bachelor's degree in Mechanical Engineering.
- Registered Professional Engineer or eligible for registration with a recognised professional body.
- Minimum of ten (10) years' relevant professional experience.
- Proven experience in mechanical design of wastewater treatment plants, including pumps, blowers, screens, sludge handling equipment, and mechanical process units.
- Experience in equipment selection, specifications, energy efficiency, and maintainability of wastewater facilities.

### **5.12 Public Health Specialist**

- Bachelor's or Master's degree in Public Health or Environmental Health.
- Minimum of eight (8) years' relevant experience.

- Proven experience in public health risk assessments related to wastewater reuse, sludge handling, and sanitation systems.
- Experience in occupational health and safety for wastewater infrastructure projects.

### **5.13 GIS and Urban Planning Specialist**

- Bachelor's degree in GIS, Urban Planning, or related discipline.
- Minimum of five (5) years' relevant experience.
- Proven experience in spatial analysis of sewer network coverage and expansion scenarios.
- Experience in population growth projections and urban development planning.

All key experts shall have demonstrated experience in similar wastewater projects, preferably in high-altitude or environmentally sensitive areas.

## **6. TIMELINE AND LEVEL OF EFFORT**

The indicative duration of the assignment is 7 months, structured as follows:

- Feasibility Study: 3 months
- Detailed Design: 2 months
- ESIA and RAP: 2 months (overlapping with Detailed Design)

A detailed work plan and schedule shall be provided by the Consultant.

## **7. REPORTING AND DELIVERABLES**

All reports shall be submitted in draft and final versions; however, there should be an encompassing inception report covering all of them, both electronically and in hard copy, in formats acceptable to WASCO and regulatory authorities.

## **8. APPLICABLE STANDARDS AND GUIDELINES**

The assignment shall comply with:

- Laws and regulations of the Kingdom of Lesotho;

- WASCO technical standards, SABS shall be applied where WASCO standards fall short;
- International best practice (e.g., World Bank, IFC, AfDB);
- ESG principles and sustainability frameworks.

## **9. CONFIDENTIALITY**

All data, reports, and outputs produced under this assignment shall remain the property of WASCO and the Government of the Kingdom of Lesotho.