

Terms of Reference (TORs)  
Project Management Specialist  
Sindh Barrages Improvement Project Management Office (PMO)

## **1. Background**

The Sindh Barrages Improvement Project (SBIP) is financed by the International Development Association (IDA) of the World Bank and implemented by the Government of Sindh through the Project Management Office (PMO). The project aims to rehabilitate, modernize, and improve the operational safety and efficiency of key barrages in Sindh Province, namely Guddu, Sukkur, and Kotri Barrages, which are critical for irrigation, flood management, and water security.

The project includes large-scale civil works, electro-mechanical rehabilitation, procurement of specialized equipment, consultancy services, and technical studies, all designed based on internationally accepted feasibility and engineering standards. A critical and technically complex element of the project is the replacement of barrage and head regulator gates and associated mechanical systems, which must be completed in a timely manner to reduce operational and structural risks.

Given the multi-component nature of SBIP, extended implementation period, and stringent fiduciary, safeguards, and technical requirements of World Bank–financed operations, the PMO requires the services of an experienced Project Management Specialist to strengthen planning, coordination, monitoring, reporting, and compliance functions.

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## **2. Project Components**

The SBIP comprises the following components:

### **Component A: Rehabilitation and Modernization of Guddu and Sukkur Barrages Includes:**

- Barrage Rehabilitation Works at Guddu Barrage (SBIP/G-2 – ongoing)
- River Training Works at Guddu Barrage (SBIP/G-3 – completed)
- Restoration and Upgradation of Sukkur Barrage (SBIP/S1 – ongoing), including dredging/excavation
- Procurement of dredger
- Desilting of Rice Canal
- Construction Supervision Consultancy Services

### **Component B: Improved Barrage Operation Supports:**

- Improvement of O&M and emergency preparedness planning for Guddu, Sukkur, and Kotri Barrages
- Strengthening of the Barrage Monitoring Unit (BMU)
- Development of integrated water measurement and monitoring systems
- Provision of operational equipment and logistics

### **Component C: Technical Studies Includes:**

- Hydraulic model study of Sukkur Barrage
- Feasibility study of Kotri Barrage
- Study on new location of Sukkur Barrage

### **Component D: River Basin Water Resources and Riverine Management**

Focuses on dolphin conservation, fish passage design studies, and water quality and pollution assessments, in coordination with SEPA and the Sindh Wildlife Department.

### **Component E: Project Management, Monitoring, and Evaluation**

Supports PMO and PCMU operations, procurement assistance, training, M&E, safeguards compliance, fiduciary management, and external audits.

## **3. Objectives of the Assignment**

The objective of this assignment is to support effective, efficient, and timely implementation of SBIP by strengthening:

- Project planning and coordination
- Implementation monitoring and reporting
- Compliance with World Bank fiduciary, procurement, safeguards, and results frameworks

in accordance with the World Bank's Investment Project Financing (IPF) requirements.

## **4. Scope of Services**

The Project Management Specialist shall work under the overall supervision of the Project Director, PMO, and perform the following tasks:

### **4.1 Project Planning and Coordination**

- Prepare, update, and maintain the consolidated project implementation plan, including schedules and milestones for all components.
- Ensure coordination among PMO functional units (procurement, engineering, M&E, financial management, environmental and social safeguards).
- Support contract management for works, goods, and consultancy contracts, ensuring alignment with approved procurement plans.
- Assist in preparation of Annual Work Plans and Budgets (AWPBs)

### **4.2 Implementation Monitoring and Oversight**

- Monitor physical and financial progress of rehabilitation works at Guddu, Sukkur, and Kotri Barrages.
- Identify risks, delays, and implementation bottlenecks and propose corrective actions.

- Facilitate coordination between PMO, contractors, design consultants, and construction supervision consultants.
- Support implementation of agreed actions from World Bank supervision missions.

#### 4.3 Documentation and Compliance

- Review monthly progress reports submitted by Project Implementation/Construction Supervision Consultants.
- Ensure systematic documentation and record-keeping in line with World Bank fiduciary, safeguards, and audit requirements.
- Support preparation for audits, evaluations, and mid-term reviews.

### 5. Deliverables

The consultant shall produce, at a minimum, the following deliverables:

1. Consolidated and updated Project Implementation Plan and Schedule
2. Periodic progress summaries and management reports
3. Inputs for World Bank ISRs, supervision missions, and audits

(All deliverables shall be submitted in formats acceptable to the PMO)

### 6. Reporting and Institutional Arrangements

- The consultant will report to the Project Director, PMO.
- Close coordination will be required with PMO technical, procurement, FM, safeguards, and M&E teams, as well as with external consultants and contractors.

### 7. Qualification and Experience Requirements

#### 7.1 Education

- Bachelor's degree in Civil Engineering (mandatory).
- Master's degree in Engineering, Project Management, or related discipline (consider additional qualification).

#### 7.2 Experience

- Minimum 25 years of professional experience in civil engineering or infrastructure projects.
- At least 7–10 years of experience in project management of large-scale infrastructure or water sector projects.
- Proven experience with World Bank or other donor-funded projects is mandatory.

- Experience in rehabilitation of hydraulic structures, barrage works, or large civil works contracts is strongly preferred.
- Familiarity with Government of Sindh systems and procedures is an advantage.

## **8. Skills and Competencies**

- **Ability to effectively use modern digital and AI-based tools** to support project planning, monitoring, data analysis, reporting, and decision-making, in line with evolving project management best practices.
- Excellent report writing and communication abilities.
- Sound understanding of World Bank procurement, financial management, safeguards, and contract management frameworks.

## **9. Duration of Assignment**

- Initial contract duration: One (1) year, including a three (3) months' probation period.
- Extension subject to satisfactory performance, project needs, and availability of funds.

## **10. Duty Station**

- Karachi, with frequent travel to Guddu, Sukkur, and Kotri Barrage sites, as required.

## **11. Contract Type and Payment Terms**

- Individual Consultant, Time-Based Contract, in accordance with World Bank Procurement Regulations for IPF Borrowers.
- Payments shall be made on a monthly basis, upon submission and approval of timesheets and deliverables by the PMO.