

Terms of Reference

Short-Term Training on Integrated Water Resources Management (IWRM) for Climate-Resilient Basin Management

For Ethiopia's Ministry of Water and Energy

August 2026

1. Background

The Government of Ethiopia, through the Ministry of Water and Energy (MoWE), is implementing the Basin Scale Resilient Initiative for Ethiopia (BaSRINET) Project, with the aim of enhancing sustainable water resource management at the basin scale. The Project seeks to strengthen institutional capacity, promote Integrated Water Resources Management (IWRM), enhance knowledge management, improve water governance, and support climate-resilient water-related investments.

As part of its capacity-building initiatives, BaSRINET is organizing an International Short-Term Training program abroad for selected officials from the Ministry of Water and Energy (MoWE), Basin Authorities (BAOs), and Regional Bureaus. The training will focus on the implementation of Integrated Water Resources Management (IWRM) and related themes.

It will provide practical exposure to global best practices in basin management, watershed and buffer zone management, hydrologic basin water information systems, and improving access to reliable and safe water supplies for both productive and domestic uses. Additional focus areas include water resources planning, allocation, regulation, and restoration.

To this end, the training program will be held in a country with strong IWRM experience.

2. Rationale

Although Ethiopia has made progress in water resource development, significant challenges remain in achieving effective and adaptive implementation of Integrated Water Resources Management (IWRM). Professionals within the Ministry of Water and Energy (MoWE) and Basin Offices require strengthened skills and knowledge in technical areas, coordination, follow-up, and support mechanisms essential for sustainable basin management. Limited experience in basin planning and management, weak integration of climate change and environmental considerations, insufficient use of hydrological and geospatial data, and gaps in adaptive management practices continue to hinder progress.

Moreover, limited exposure to global best practices, weak inter-institutional coordination, and inadequate monitoring and support systems reduce the effectiveness and consistency of IWRM activities. The international short-term training program is designed to address these challenges by enhancing technical, coordination, and management competencies through experiential learning, peer exchanges, and exposure to successful IWRM

practices. By equipping staff with the knowledge, tools, and adaptive management skills needed for integrated planning and effective coordination, the training program will strengthen IWRM implementation and support sustainable and inclusive management of the country's water resources.

3. Objectives of the Assignment

3.1. Primary Objective

The primary objective of the training is to strengthen the capacity of MoWE, Basin Authority (BAO), and Regional Bureau staff in implementing Integrated Water Resources Management (IWRM) through practical learning, experience sharing and knowledge exchange on integrated and climate-resilient basin management.

3.2. Specific Objectives

The specific objectives of the assignment are to:

3.2.1. Data driven water resource governance

- Strengthen understanding of Comprehensive Hydrologic Basin Water Information Systems and their application in evidence-based decision-making.
- Enhance technical capacity in water governance, resource planning, allocation, regulation, and stakeholder coordination at the basin level.

3.2.2. Watershed management and eco-restoration and evaluation

- Strengthen practical knowledge and skills in erosion prevention, siltation reduction, soil fertility improvement, groundwater recharge, and water conservation techniques.
- Enhance participants knowledge of evaluation of practical watershed and buffer-zone restoration techniques through field-level verification.

3.2.3. Capacity and knowledge exchange

- Improve institutional knowledge in capacity building, knowledge management, and participatory approaches for sustainable basin development.
- Expose participants to international best practices in IWRM implementation, project monitoring and evaluation, and basin-level coordination.
- Foster linkages and networks with relevant international institutions and professionals to support long-term collaboration and knowledge exchange.

4. Scope of Work and Deliverables

The training institution will undertake the planning, facilitation, and reporting of the international short-term training program.

Phase	Scope of work	Deliverables
Training design <i>(2 weeks upon contract signing)</i>	Design a comprehensive training programme tailored to the objectives of the BaSRINET Project and the Ethiopian context. The programme shall combine theoretical instruction, practical case studies, field visits, and real-world applications relevant to IWRM. Prepare a detailed agenda covering 12 working days. Bidders shall also conduct a pre-training needs assessment/survey, either during this phase or immediately after approval of the training design, to assess participants' knowledge and further tailor the training content.	UNOPS/Partner approved training design, including curriculum, training agenda, and if applicable pre-training assessment plan/results.
Deliver training (12 consecutive working days, exact dates tbd with UNOPS, by shall not go beyond September 2026 2-3 weeks upon approval of training design)	Deliver the approved training programme and facilitate field visits (as part of the training and within the 12 training days) to relevant institutions to provide practical exposure and applied learning. <i>Training may be delivered in one or two cohorts, as determined after contract award. Bidders should submit their budget with 2 cohorts, with the understanding that if training is delivered as a single cohort, venue-related costs may be adjusted accordingly. The total number of participants i.e. cohort 1+2 is expected to be 20-25.</i>	Training delivered Training materials provided to participants Certification of completion provided to participants per template to be agreed with UNOPS

Reporting and submission of materials (within 2 weeks upon completion of training)	Provide participants, through UNOPS, with comprehensive training materials including: training manuals and presentations, practical datasets and exercises, training schedule, reference materials, and certificates of completion	All training materials used in soft copy
	Submit a final report summarizing training implementation, outcomes, participant feedback, lessons learned, and recommendations for future capacity development and follow up within the BASRINET network.	Final report

5. Training method

The training shall employ a blended, participant-centred approach using the following methods:

- Classroom-based/theoretical: including, but not limited to expert lectures and technical presentations, facilitated discussions and question-and-answer sessions, case study analysis, guest lectures by subject matter experts and practitioners.
- Practical and Applied Learning: Hands-on exercises using relevant tools, datasets, models, and planning frameworks. Technical demonstrations, simulations, and problem-solving exercises. Group assignments and collaborative learning activities.
- Field-Based Learning: Guided site visits to relevant institutions, river basins, watershed restoration sites, hydrological and meteorological information centres, basin authorities, and other operational facilities. Technical briefings by implementing agencies and field practitioners. Guided observation and discussion of practical IWRM implementation, followed by facilitated debriefing sessions.
- Peer Learning and Knowledge Exchange: Peer-to-peer learning and facilitated group discussions. Experience sharing with practitioners from

host institutions and basin authorities. Structured reflection sessions to identify lessons applicable to the Ethiopian context.

- 6. Participant profiles:** the training will target 20-25 professionals within MOWE, regional and basin authorities engaged in IWRM and BASRINET projects.
- 7. Training duration:** The training shall be delivered over 12 working days. Training sessions will not be conducted on weekends. However, weekends may be used for travel where required, particularly if field visits or experience-sharing activities take place outside the host training city.
- 8. Training location:** The training shall be conducted outside Ethiopia. The proposed country should have minimal or no visa requirements for Ethiopian participants, internationally recognized experience and practical implementation of Integrated Water Resources Management, offers policy, institutional, environmental, and socio-economic contexts with lessons that are relevant and transferable to Ethiopia, enabling participants to apply the knowledge and practices upon their return. Bidders should propose 2 countries for training locations. UNOPS, in consultation with the Ministry of Water and Energy, will select one of the proposed countries after the contract award.
- 9. Medium of instruction:** The working language of the training and all training materials will be English.

10. Responsibility matrix

	UNOPS/ Partner	Contractor/bidder
Designing the training proposal with teaching content of the training/s, with detailed training plan and instructional design		X
Review, comment on, and approve training plans, curriculum, and schedules.	X	
Incorporate major comments on the proposal within the agreed terms of the contract		X
Design and conduct pre and post training survey to capture change in knowledge and skills as a result of training		X

Avail the necessary training classrooms, equipments, online platform, required for training		X
Provide participant profiles and list	X	
Purchase round-trip flights for participants and provide daily subsistence allowance (accommodation, meals, incidental) for participants and cover relevant visa expenses	X	
Deliver training in person per the UNOPS-approved detailed training proposal and instructional design		X
Identify institution/s in the training location/country for experience sharing visits by participants		X
Facilitate a field visit (within the approved 12-day programme) to a relevant institution covering all associated costs (except participant daily subsistence allowance), coordinate with the relevant stakeholders to facilitate field visits, expert interactions, and practical learning opportunities with the right authorities.		x
Award certificate of completion to participants who have completed training		x
Provide training materials to trainees in appropriate format		x
Submit a final narrative report summarizing training sessions and topics covered, participants knowledge change as a result of the training (captured through pre and post training survey analysis), recommendations for practical applications, and suggested follow up areas for future capacity support.		x
Ensure timely payment upon completion of agreed upon milestones	x	
Ensure a comprehensive post-training debriefing and reporting process to capture lessons learned and actionable recommendations.	X	

11. Evaluation criteria

Criteria	Description and evidence
Understanding of the Assignment	<p>A concept note (maximum 3–5 pages) including:</p> <ul style="list-style-type: none"> • understanding of the assignment and alignment with the ToR; • indicative training agenda covering the required technical topics; • indicative programme structure, including classroom sessions, practical exercises, and field visits; • proposed institutions and field sites with a brief justification of their relevance to the learning objectives and Ethiopian context; and • approach for tailoring the training to Ethiopia's IWRM priorities. • Responsibilities of each team member
Experience Delivering Similar International Training	<p>Evidence of at least 3 international training programmes delivered within the last five (5) years in IWRM, water resources management, basin management, watershed management, or related fields.</p> <ul style="list-style-type: none"> • Supporting evidence may include contracts, purchase orders, completion certificates, or client references. <p>Evidence of at least 2 trainings on project management, monitoring and evaluation areas on sustainable basin development.</p>
Experience Facilitating Government-to-Government Knowledge Exchange	<p>Evidence of experience facilitating peer learning, study tours, or technical exchanges between government institutions. Supporting evidence may include contracts, completion certificates, or reference letters.</p>
Training team	<p>Team leader/lead trainer</p> <ul style="list-style-type: none"> • A minimum of PhD in Integrated Water Resources Management, Water Resources Engineering, Hydrology, Water Governance, Environmental Management, or a related field. • At least 5 years of relevant professional experience of designing training programmes or capacity-building assignments in IWRM or related fields. Topics of training provided should be explicitly listed in CV. • Fluency in English. <p>Trainer 1</p>

	<ul style="list-style-type: none"> • A minimum of Master's degree in IWRM, basin planning and management, water allocation, or water governance or related areas. • At least 5 years of professional experience in IWRM, basin planning and management, water allocation, or water governance. • Experience delivering a minimum of 3 professional training in these areas. Topics of training provided should be explicitly listed in CV. • Fluency in English. <p>Trainer 2</p> <ul style="list-style-type: none"> • A minimum of Master's degree in areas related to watershed management, ecosystem restoration, climate adaptation, catchment management, or related areas. • Experience delivering a minimum of 3 professional training in these areas. Topics of training provided should be explicitly listed in CV. • Fluency in English. <p>Trainer 3</p> <ul style="list-style-type: none"> • A minimum of Masters degree in Hydrology, GIS, Water Information Systems, Environmental Engineering, or a related field. Project Management is an asset. • At least 5 years of experience in hydrologic information systems, modelling, monitoring, GIS, or decision-support systems. Experience delivering a minimum of 3 professional training in these areas. Topics of training provided should be explicitly listed in CV. • Fluency in English
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12. Payment Modalities and Schedule

- **30% payment** upon submission of training proposal with teaching content of the training/s, with detailed training plan and instructional design, and approval of the same by UNOPS Project Manager.
- **70% payment** upon completion of training and submission of final report to UNOPS and upon approval of report by UNOPS Project Manager.