

The logo for the Indian Institute for Human Settlements (iihs) is located in the top left corner. It consists of the lowercase letters 'iihs' in a white, sans-serif font, with a registered trademark symbol (®) to the upper right. The text is set against a dark red rectangular background.

INDIAN INSTITUTE FOR  
HUMAN SETTLEMENTS

**JOB DESCRIPTION**

Multiple positions in Urban  
Community Led Total Sanitation (U-  
CLTS) for CWIS, Trichy

## **About Us**

The Indian Institute for Human Settlements (IIHS) is a national education institution committed to the equitable, sustainable and efficient transformation of Indian settlements.

IIHS aims to establish an independently funded and managed national university of eminence for research and innovation focused on the challenges and opportunities of India's urban transition. The proposed IIHS University will be an institution of eminence that will host an integrated programme of quality campus-based education and research, training and lifelong learning for working professionals, distance and blended learning, as well as a whole array of practice and advisory services. The university will have a strong interdisciplinary orientation bringing together theory and praxis that is grounded in the South Asian context and also engages with and draws from knowledge across the globe.

For more information, please see <http://www.iihs.co.in>

## **About the Trichy CWIS Project**

Trichy has been selected as one of the cities under the City Wide Inclusive Sanitation (CWIS) initiative by the Bill and Melinda Gates Foundation (BMGF). The wider CWIS initiative is globally supported by multiple agencies and organisations including the BMGF and the World Bank. CWIS cities are expected to move towards achieving the Sustainable Development Goal (SDG) for sanitation to ensure safe, inclusive, and financially sustainable sanitation services, and serve as global benchmarks. The Trichy CWIS project will be guided by the urban local body, and delivered by a consortium of partners led by IIHS. While the project aims to improve overall sanitation outcomes in Trichy across the full cycle of sanitation, it will also focus on improvement of service delivery to the poor. The project will also attempt to mainstream sanitation into existing initiatives, showcase innovations and systematically document and share learnings (particularly with a view to enabling replication).

The project builds on ongoing work done by IIHS on urban sanitation in Tamil Nadu (see [tnussp.co.in](http://tnussp.co.in)). The first phase of the programme, which is nearing completion, adopted a two pronged approach: working in two model urban locations to demonstrate city level transformations on-ground across the sanitation chain, while in parallel, creating an enabling environment, implementing state-wide actions, and scaling-up of innovations.

## **About the Urban Community Led Total Sanitation (U-CLTS)**

Community Led Total Sanitation (CLTS) is an innovative methodology for mobilising communities to completely eliminate open defecation (OD), mostly in rural areas. It encourages active participation of community members in observing hygiene practices and use of improved sanitation facilities and increase ownership of hygiene and sanitation interventions. In Trichy, we are looking to expand the CLTS method to the entire sanitation chain: access, containment, transportation, treatment, and re-use as part of CWIS. In this challenging task, we will be engaging with multiple stakeholders across socio-economic classes.

## **Job Description of the team**

The Practice Team at IIHS is responsible for providing cutting-edge and integrated solutions to India's urban development challenges by bringing together faculty and experts across diverse domains of knowledge and practice; exposing learners to real-life problems and integrating the practice into academics and research.

The U-CLTS roles are project based, initially contracted for 11 months but renewable on mutual consent, in the Practice Team at IIHS based out of Trichy. The team will be responsible for the following deliverables:

- Scaling 'Urban Community Led Total Sanitation' (U-CLTS) across Trichy;
- Identification of the facilitators and training / motivating the facilitators to engage with the community to work out an acceptable solution;
- Identification of key partner / volunteer groups who can facilitate / trigger the community to implement good sanitation practices (GSP);
- Working with natural leaders and communities to address urban sanitation problems;
- Meditating across communities to ensure continuity across scale;
- Co-developing appropriate solutions with the communities.

### **Activities and Tasks**

While some activities might differ based on qualifications, the key responsibilities will include, but not be limited to, the following:

- Planning the implementation of city sanitation project components with an approach of 'Urban Community Led Total Sanitation' (U-CLTS);
- Developing and managing the team members, stakeholders and facilitators;
- Identifying natural leaders within the community and motivating them to work with their community to bring about change in the sanitation conditions;
- Working with the team and external stakeholders to create an enabling environment to bring about changes in the sanitation conditions;
- Finding success cases within the community and creating a buzz in the city to spread awareness and change;
- Supporting all activities for the achievement of results in the Engineering, Planning and Implementation Support components;
- Participating in the design, data collection and analysis of baseline studies;
- Testing and reviewing tools and methods of planning and benchmarking urban sanitation solutions;
- Conducting regular training of the facilitators and keeping them motivated to work towards the goal;
- Conducting regular visits to the community and identifying the support structure required for the community;
- Contributing to the development of guidelines, training manuals, and behavior change communication;
- Co-leading various participatory workshops, orientation workshops, trainings, etc.;
- Supporting project management tasks as and when required including planning, training, implementing, monitoring and supervising, and evaluating;
- Working closely with the IIHS editing and communications team;
- Providing support to other IIHS activities including, academics, research, operations, training and other activities;
- Participate in all activities of Institution-building at IIHS; carrying out tasks as assigned by IIHS; and travelling on IIHS work within or outside the country as needed.

### **Structure and Reporting**

The team will report to the Specialist – Social Development at IIHS and will be required to collaborate effectively with a diverse group of internal teams and external individuals/organisations, and students.

**Person Specification**

The CWIS team is looking to build out its U-CLTS team. We are looking for people with excellent communication and people skills. Command over both English and Tamil is mandatory.

We are looking to create a 4 members team, and the team mix will be dependent on applications received. We are broadly looking at team members from the following backgrounds:

- Social Development;
- Engineering/ Architecture/ Planning;
- Economics/ Finance.

The candidates should have academic/ professional background in one of the three above categories. He / she should have 5 to 10 years of relevant experience. Previous experience in sanitation is desirable.

This is a contractual position for an initial term of 11 months, renewable on mutual consent. This offer is on an exclusive basis, which implies that other professional assignments (whether compensated or not) that bear a potential conflict of interest with the IIHS cannot be undertaken.

The search will remain open until the position is filled.

**Location**

This position is based in Trichy and may entail travel to other locations in Tamil Nadu.

**Review and Assessment**

The role and performance of the incumbent shall be subject to normal review and assessment systems at IIHS.

**Diversity Policy**

IIHS is an equal opportunity employer that encourages women, people with disabilities and those from economically and socially excluded communities with the requisite skills and qualifications to apply for positions.

**To apply**

If you are interested to explore this opportunity with us, please fill the online application form by clicking [here](#). (You can also click on the "Apply Now" button at the end of the Job Description displayed on the website).

**Contact**

Please write to us at [hr@iihs.co.in](mailto:hr@iihs.co.in) if you need any clarifications while filling the online application form.



**IIHS Bengaluru City Campus**

197/36, 2nd Main Road, Sadashivanagar, Bengaluru 560 080. India.  
T: +91 80 6760 6666 | F: +91 80 2361 6814

**IIHS Chennai**

Floor 7A, Chaitanya Exotica, 24/51 Venkatnarayana Road, T Nagar Chennai  
600 017. India. T: +91 44 6630 5500/6555

**IIHS Delhi**

803 Surya Kiran, 19 Kasturba Gandhi Marg, New Delhi 110 001. India.  
T: +91 11 4360 2798 | F: +91 11 2332 0477

**IIHS Mumbai**

Flat No.2, Purnima Building, Patel Compound, 20-C, Napean Sea Road,  
Mumbai 400 006. India. T: +91 22 6525 3874

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