

NOTICE INVITING APPLICATION

Notice No.: 11/BBMB/CS/C-203

Dated: 23/01/2026

Applications are invited for engaging the **eligible candidate** for the assignment titled:

" For engagement as Social Expert on contract basis, for implementation of activities under Dam Rehabilitation and Improvement Project (DRIP) Phase II & III"

The aim of engagement of Social Expert is to provide professional support to **BBMB** in implementing social safeguard measures under the Dam Rehabilitation and Improvement Project Phase-II & III (DRIP), financed by the World Bank (IBRD) and ADB.

Notice for Engagement of Social Expert, along with detailed Terms of Reference (TOR), Application & CV format regarding engaging of Social Expert, are available on the BBMB website: <https://bbmb.gov.in>

Interested **eligible candidates** shall submit their application within **fourteen (14) days from the date of advertisement i.e. by 06/02/2026** via email to dir-consultancy@bbmb.nic.in , and also in hard copy in the office of:

Director/ Consultancy, BBMB, Sector-19 B, Chandigarh

Applications for contractual engagement received after the due date and time, shall not be considered.

Competent authority reserves the right to accept or reject any or all Applications without assigning any reason, thereof.

**NOTICE FOR ENGAGEMENT
OF
SOCIAL EXPERT
(ON CONTRACT BASIS)**

Bhakra Beas Management Board (BBMB)

DRIP Phase II & III Activities

BBMB invites applications from eligible and qualified candidates for engagement as Social Expert on contract basis for a period of one year, for implementation of activities under Dam Rehabilitation and Improvement Project (DRIP) Phase II & III.

1. Name of Position: Social Expert (Contractual)

2. Number of Positions: 01 (One)

3. Duration of Engagement: One year, extendable based on performance and project requirements under DRIP-II & III.

4. Place of Posting: O/o Chief Engineer, Beas Dam, BBMB, Talwara. Further, as per requirement, the expert shall also be deputed/ has to be visited BBMB Head Office / Project Sites under DRIP-II & III (Bhakra, Nangal, Pandoh, etc.).

5. Essential Qualifications & Experience:

- a. Master's Degree in Social Sciences relevant discipline e.g. Social work/ Sociology/ Anthropology from a recognized University/Institution.
- b. Minimum 5 years' experience as 'Social expert' as per Para-D of Terms of Reference (ToR).

Proof: The candidate shall furnish the relevant experience certificate, issued from the concerned department/organisation, along-with proof of engagement/appointment in that department/organisation.

6. Age limit: The applicant must be physically fit for extensive touring with age of less than or equal to 55 years, as on last date of submission of application.

7. Roles & Responsibilities:

The role and responsibility of the social expert shall be as mentioned in the ToR.

8. Consolidated Monthly Remuneration:

The Social Expert shall be paid a consolidated monthly remuneration of Rs. 70,000/- (Seventy Thousand only), all inclusive. The Income Tax or any other tax liable to be

deducted, as per the prevailing rules will be deducted at source before making the payment, for which BBMB will issue TDS Certificate/s. No separate allowances such as Dearness Allowance (DA), House Rent Allowance (HRA), etc., are admissible.

9. Selection Process: Candidates as per ibid essential qualification and age limit, shall be shortlisted based on the following weighted evaluation criteria:

A. Educational Qualification (30 Marks)

Master's Degree in Social Sciences relevant discipline e.g. Social work/ Sociology/ Anthropology	20 Marks
Ph.D. Degree in Social Sciences relevant discipline e.g. Social work/ Sociology/ Anthropology (additional marks)	10 Marks

B. Relevant Work Experience (40 Marks)

Experience as Social Expert, as per Section-D of Terms of Reference (ToR)	
For 5 years	30 Marks
Above 5 years and up to 7 years	35 Marks
More than 7 years	40 Marks

C. Experience in Infrastructure Projects, funded by World Bank / ADB / JICA etc. (20 Marks)

Worked as Social Expert in one infrastructure projects funded by World Bank/ADB/JICA etc.	15 Marks
Worked as Social Expert in more than one infrastructure projects funded by World Bank/ADB/JICA etc.	20 Marks

The candidate scoring minimum **60 Marks** out of 90 marks, subject to minimum three candidates, shall be called for interview.

D. Interview Performance (10 Marks)

Subject knowledge	5 Marks
Communication skills, problem-solving & field readiness, Proficiency in report writing, field surveys etc.	5 Marks

Shortlisting & Final Selection Procedure

1. Applications will be scrutinized for minimum eligibility of educational qualifications and age limit.

2. Eligible candidates, as per Sr. No. 1 above, will be evaluated as per ibid criteria (A–C).
3. The candidate scoring minimum **60 Marks** out of 90 marks (criteria A-C) shall be called for interview. However, in case, the candidates scoring minimum 60 marks are found less than three, then the BBMB shall call top three candidates for interview, including the candidates scoring less than 60 marks.
4. Final merit list will be prepared based on Total Score of 100 Marks (Criteria A-D).
5. The highest-scoring candidate will be offered the contractual engagement.

10. TA/DA:

- (i) NO TA/DA shall be admissible for attending the interview or for joining the assignment.
- (ii) Whenever the Social Expert are deputed for official tours, their entitlement for TA/DA shall be as per the entitlement of SDO/Assistant Engineer of BBMB.

11. Leave: The Social Expert shall be entitled for 12 days Casual leave in a calendar year, on pro-rata basis. Absence beyond 12 days shall attract reduction of remuneration, on pro-rata basis.

12. Confidentiality Clause:

- (i) Selected candidates shall provide integrity certificates from 2 references known to him.
- (ii) A self- undertaking shall be provided by the candidate to the affect that he/she has no criminal record or criminal case in any court is pending against him/her.

13. Conflict of Interest: The contractual engagement of Social Expert would be on a full-time basis and he/she would not be permitted to take up any other assignment during his/her engagement in BBMB. The Social Expert shall not, except with the prior sanction of BBMB, in the bona fide discharge of her/his duties, publish a book or a compilation of articles or participate in a radio broadcast or representing any private entity in legal or commercial matters or contribute an article or write a letter to any newspaper or periodical, either in her/his own name or anonymously or pseudonymous in the name of any other person, if such book, article, broadcast, uses any information that she/he may gather as part of this Social Expert assignment.

14. Termination of Contract: In Case, a Social Expert wish to resign from his/her position, he/she shall furnish at least one month's notice period or salary in lieu thereof.

Competent Authority may waive off the condition for notice period/ salary in lieu thereof, in deserving cases. BBMB can also terminate the services of the Social Expert by giving one month's notice or the remuneration in lieu thereof. Also, absence from duty for a continuous period of 8 days, without prior permission or without any valid reason, shall lead to automatic termination of contractual engagement of social expert.

15. Working hours: The working hours shall be as per the standard working office hours of the BBMB. However, depending on the exigency or time bound nature of the work, the Social Expert may be required to devote extra hours to complete the assignment in time, for which no extra remuneration or fee would be payable.

16. Service Conditions: - The Social Expert shall be expected to follow all the rules and regulations, as applicable in BBMB. He/she will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the Social Expert are not found satisfactory or found in conflict with the interests of the BBMB, his/her services will be liable for termination/ discontinuation without assigning any reason.

17. How to Apply:

Eligible candidates shall submit their application (Annexure-I), along with detailed CV, proof of qualifications & experience and required undertaking (Annexure-II), to the following address/email:

Director/ Consultancy,
Bhakra Beas Management Board,
Plot-6 B, Sector-19 B, Chandigarh
Email: dir-consultancy@bbmb.nic.in

18. Last Date of Submission: Fourteen (14) days from the date of advertisement

19. General Instructions:

- a. Engagement shall be purely on contract basis and will not confer any right for permanent employment in BBMB.
- b. Incomplete applications or applications received after the due date will be summarily rejected.
- c. Candidates must bring original documents at the time of interview.
- d. No TA/DA shall be paid for appearing in the interview.

TERMS OF REFERENCE (TOR)

For engagement as Social Expert on contract basis, for implementation of activities under Dam Rehabilitation and Improvement Project (DRIP) Phase II & III.

A. Project Description

The Dam Rehabilitation and Improvement Project (DRIP) is one of the flagship initiatives of the Ministry of Water Resources, River Development and Ganga Rejuvenation, Government of India, in partnership with the World Bank, with the objective of improving the safety and operational performance of selected dams, along with institutional strengthening through a system-wide management approach.

The Central Government has decided to implement DRIP Phase II with assistance from the World Bank. The Bhakra Beas Management Board (BBMB) is implementing this World Bank-funded project to enhance the safety, performance, and sustainability of dams and related infrastructure for specified dams under its jurisdiction.

As DRIP-II project is being implemented with the assistance of World Bank, it is mandatory to provide various administrative arrangements as per the Directives, Terms & Condition of World Bank for effective Project Management. Accordingly Central Government has issued necessary instruction to participating agencies.

For Project Management at National level, Director, Dam Safety Organization, Central Water Commission, Seva Bhavan, New Delhi has formed Central Project Monitoring Unit (CPMU). The indicative list of work to be undertaken by BBMB under DRIP-II is given at Annexure-III.

Subsequently, BBMB has constituted State Project Management Unit (SPMU), for monitoring DRIP-II project, wherein, one position as 'Social Expert' has also been sanctioned to ensure full compliance with Environment and Social Management Framework (ESMF).

B. Scope of work/ Role and Responsibilities:

At present, the World Bank funded Dam Rehabilitation & Improvement Project - II (DRIP - II) is in operation. The specified dams under BBMB are included under DRIP – II.

In this regard, **BBMB** needs to hire an experienced Social Expert in its SPMU to effectively coordinate necessary studies as part of project preparation and implementation. All the social safeguard management related to the project, including but not limited to the following, shall be in the scope of consultancy assignment, to be

undertaken by the social expert:

Preparation stage

1. Overall responsibility for overseeing the preparation of key plan documents including: Land Acquisition Plan, Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan by coordinating with Environmental and Social Impact Assessment (ESIA) consultant agency, Detailed Project Report consultant, Revenue Department, Environment and Social Due Diligence (ESDD), Environment and Social Management Plan/Framework. In this respect, he/she will liaise with and facilitate interaction with necessary institutional stakeholders, communities, organizing of community level consultations, facilitating data collection for socio- economic surveys and impact assessments.
2. Responsible for the preparation of the afore-mentioned plan documents.
3. Review draft outputs/response of the contracted agencies for conducting Environmental and Social Impact Assessment (ESIA), provide timely feedback, observations and comments.
4. Facilitate preparation computerized data base related to the Land acquisition, resettlement impacts.
5. Ensure integration of Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plan (ESMP) findings related to social aspects in investment plans, engineering designs and bidding documents.
6. Co-ordinate with State Revenue Departments and concerned SEs/EEs for land acquisition.
7. Ensure time bound preparation of Action Plans for the Land Acquisition Units.
8. Liaise with counterpart (Social Development Specialist) at the World Bank to obtain comments and feedback on these draft outputs towards finalization and approval of the reports (Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan)
9. Assist and guide BBMB for information dissemination, stakeholder consultations, and proper disclosure of documents and ensure disclosure of these outputs including translation of the executive summaries into local language of the

prepared mitigation instruments.

10. Facilitate establishment of Grievance redressal committees
11. To undertake any other activities as may be assigned for the efficient and smooth execution of the project in accordance with the Environment and Social Commitment Plan of the project.

Implementation/Monitoring stage

1. Support the **BBMB** in implementation of the above mitigation plans (Social Impact Assessment (SIA), Resettlement Policy Framework, Resettlement Action Plan(s), Tribal Development Plan (if required), Stakeholder Engagement Plan, Labor Management Procedure and Gender Based Violence Risk Mitigation Plan and Labor Influx Management Plan.
2. Maintain and continuously update the computerized data base related to the delivery of Resettlement Entitlements and generation of periodical progress reports.
3. During implementation, he/she will also be responsible for internal monitoring of the implementation of mitigation plans, besides facilitating and contributing to the periodic external impact evaluation studies that would be undertaken at specified intervals during implementation stage of the project
4. Contribute to the continued implementation of the citizen engagement and feedback system during implementation stage.
5. Support **BBMB** in responding to queries from stakeholders.
6. Undertake other tasks as required for satisfactory completion of the above-mentioned tasks
7. Work with contractors (and other consultants), and others as applicable to organize and facilitate consultations and workshops with stakeholders.
8. Coordinate the meetings of various committees established for the implementation of Resettlement Action plans.
9. To ensure compliance of all the Labour Laws and to create awareness about HIV/AIDS and gender issue by conducting necessary training/orientation program.
10. Prepare Annual Action plan for implementation of these plans including stakeholder engagement
11. Undertake periodic field visits as appropriate to review the progress at ground level.
12. Track, document, and ensure follow up to stakeholders on all grievances and

provide reporting data for progress reports.

13. Undertake capacity building activities for Project Implementation Unit (PIU) personnel on provisions and actions listed in the safeguard documents and process to be adopted
14. Prepare monthly or quarterly status reports for CWC and the World Bank on social management aspects (grievance management, implementation progress on management plans, etc.) based on site visits, inputs from contractors and construction supervision consultants.
15. Any other duties as may be assigned for the efficient and smooth execution of the project by BBMB.

C. Qualifications

Masters/ Post Graduate degree in Social Sciences relevant discipline e.g. Social work/ Sociology/ Anthropology.

D. Experience Required for Social Expert

1. Minimum 5 years of relevant professional experience in minimum three out of the following fields/areas:
 - Social Impact Assessment (SIA)
 - Land Acquisition
 - Rehabilitation & Resettlement (R&R)
 - Stakeholder consultation and public hearings
 - Livelihood restoration and community development
 - Social safeguard compliance for infrastructure / power / transport / irrigation projects
 - Community Engagement
 - Consultations with affected communities
 - Stakeholder engagement planning
 - Grievance Redress Mechanism (GRM)
 - Registration, tracking, redressal documentation
 - GBV/SEAH Risk Management
 - Awareness programmes
 - Monitoring of Code of Conduct
 - Coordination with service providers
 - Labour Welfare & Labour Influx Management
 - Compliance with labour laws
 - Monitoring of workers' accommodation conditions
2. Documentary Evidence to be Supplied as a token of proof
 - Experience Certificates issued by:

Government departments
World Bank/ADB project units
NGOs / CSR implementing agencies
Consultancy Firms

Each certificate must mention:

Designation
Period of engagement
Nature of social safeguard responsibilities

- Work Order / Contract Agreement

To verify employment and duration (if not included in experience certificate).

- Completion Certificates

For completed assignments (if applicable).

- Proof of Identity & Address

Aadhaar / PAN / any Govt. identity (standard requirement).

E. Fixed Remuneration

The engagement shall be at fixed remuneration of **₹70,000/- per month, all inclusive**, along with **TA/DA**, as admissible to Assistant Engineer/SDO level in BBMB.

F. Duration of assignment

The duration shall be for minimum period of **One Year**, to be reviewed and renewed based on review of performance and work requirement.

G. Age limit: The applicant must be physically fit for extensive touring with age of less than or equal to 55 years, as on last date of submission of application.

Application for Engagement as Social Expert

To

**The Director/ Consultancy,
BBMB, Sector-19 B,
Chandigarh**

Subject: Engagement of Social Expert on contract basis for DRIP-II & III, BBMB

Reference: Notice No.: 11 /BBMB/CS/C-203 dated 23.01.2026

Sir,

With reference to the above-mentioned subject and reference number, I hereby submit my Application for engagement as a Social Expert on contract basis for the DRIP-II & III works of BBMB.

I have reviewed the scope of work and eligibility criteria outlined under DRIP and express keen interest in contributing to the project through expertise in social impact assessment, stakeholder engagement, and community development.

Please find enclosed the following documents for your kind consideration:

- Detailed CV of the proposed Social Expert
- Relevant experience and credentials
- Copies of supporting certificates and testimonials.
- Any other documents as per the TOR guidelines

I affirm commitment to adhere to the terms and conditions of the engagement and to support BBMB in achieving the objectives of DRIP.

Signature:

Name of Applicant:

Contact Details:

Date:

Annexure-II

CV format for "Engagement of Social Expert on contract basis for DRIP-II & III"

1. **Name:**
2. **Father's Name:**
3. **Date of Birth:**
4. **Postal Address with Post Office Code & Police Station:**
 - E-mail ID:
 - Mobile No:
 - Contact No. (Tel):
5. **Permanent address:**
6. **Education Qualification:**

S. No.	Course/Degree	Subject (Specialization from)	University / Institute	Year of Passing	Division/ Class/ Award/ Distinction	Enclosure of Self- attested copies (Yes/No)
1.	10 th					
2.	12 th					
3.	Diploma					
4.	Graduation					
5.	Post Graduation					
6.	Any other Higher Qualification					

7. **Work Experience, if any**

S. No.	Organization/ Institute	Period (From & to)	Nature of work	Enclosures of Self-Attested copies. (Yes/No.)

8. **Additional information (if any): -**

9. **Declaration :** This is to certify that I, _____
_____(complete name of applicant), S/o or D/o _____ resident
of _____
_____ (complete address) have no pending administrative and
/or criminal case before any court of law/authorized body. I further, certify that I
have never been found guilty/convicted of any administrative offense and / or
crime. I also certify that all the information given by me is true to the best of my
knowledge and believe and if selected and appointed, I will deliver my duty with
utmost sincerity, devotion and will not be engaged in any other
activity/assignment of any other organization.

(Signature)

Name: _____

Date: _____

REHABILITATION AND IMPROVEMENT WORKS**Bhakra Dam, BBMB, Bhakra**

Sr No	Description of Work
1.	Procurement of machinery and equipment for taking up maintenance/inspection activities at Bhakra Dam. (Unmanned aerial vehicle Drone, Remote operated vehicle (ROV), Emergency Rescue Tender vehicle under Dam rehabilitation and Improvement Project (DRIP) works as recommendations of DSRP.
2.	Modernization, upgradation and automation of Instrumentation with Real Time Monitoring System
3.	Strengthening and Refurbishing of E- Surveillance / Security System for Bhakra Dam Complex
4.	Design, supply, installation, testing and commissioning of SCADA system for Automation of four number radial gates and sixteen number river outlet gates at Bhakra dam including independent power arrangement for simultaneous operation of River outlet gates under flood control conditions.
5.	Sub work of Work at Sr. No. 7 Large Scale geological mapping of rock mass to determine the length, direction, spacing and number of the rock bolt for Engineering Geology Division, GSI, SU:PH&HP, Chandigarh.
6.	Sub work of Work at Sr. No. 9 Study regarding hot spot of Silt Generation within landslides susceptibility mapping of the catchment of Bhakra Dam from GSI, Chandigarh.
7.	Strengthening of slopes surrounding Bhakra Dam Abutments, upstream & downstream areas
8.	Treatment of Highway and Dinky Tunnels (Item No. 18.1.2 of Dam Safety Review Panel.
9.	Preparation of Detailed Project Report (DPR) for management of sedimentation by formulating sediment control strategies, treatment of hot spots and landslides in vulnerable reaches around Bhakra Reservoir and restoration of live storage capacity of Gobind Sagar reservoir of Bhakra Dam.

Nangal Dam, BBMB, Nangal Township

Sr No	Description Of Work
1.	Replacement of Deck slab, Beams etc. of River Head Regulator (RHR) Bridge including repair of piers with carbon wrapping and strengthening/rehabilitation of Canal Head Regulator (CHR) bridge of Nangal Dam.
2.	Treatment for rehabilitation of flare out walls, gallery and its allied structures against settlement at Nangal Dam.
3.	Procurement of machinery for taking up maintenance activities at Nangal Dam (loco gantry crane, Drone, etc.)
4.	Strengthening and refurbishing of E-surveillance/Security System, fire Safety System for Nangal Dam Complex activities at Nangal Dam.
5.	Design, providing, installation, replacement and commissioning of stand-alone SCADA enabled Gates of Canal Head Regulator at Nangal Dam.

Beas Dam, BBMB, Talwara Township

Sr No	Description Of Work
1.	Modernization of observation system of instruments (Installation of CCTV Cameras in various galleries & drifts & installation of V-notches in various galleries (Right, Left, Additional and Inspection gallery at Beas Dam).
2.	Strengthening and Refurbishing of E - Surveillance / Security System by installing additional CCTV cameras in dam area, under water cameras.
3.	Procurement of Security equipment / gadgetry for use at Beas Dam.
4.	SCADA Enabled Automation of six number Radial Gates and eight number Slide gates of Irrigation Tunnel T-1 & T-2 of Beas Dam in Kangra District of Himachal Pradesh under DRIP-II.
5.	Geophysical Investigation and study and survey work to Obtain level along the downstream slope I & II at different stations of Beas Dam.
6.	Purpose Driven Study: Seismic Analysis of Beas Dam to examine Seismic Safety under Revised Seismic Parameter Inputs.
7.	Sub Work of Work at Sr. No. 8 -Study regarding hot spot of Silt Generation within landslides susceptibility mapping of the catchment of Beas Dam from GSI, Chandigarh.
8.	Preparation of Detailed Project Report (DPR) for management of sedimentation by formulating sediment control strategies, treatment of hot spots and landslides in vulnerable reaches around Beas Dam Reservoir and restoration of live storage capacity of Maharana Partap Sagar Reservoir of Beas Dam.

Pandoh Dam, BBMB, Pandoh

Sr No	Description Of Work
1.	Modernization, up gradation and automation of instrumentation with real time monitoring system at Pandoh dam project of BBMB under DRIP-II.
2.	SCADA Enabled Automation of Spillway radial gates of Pandoh Dam and gates at Baggi Control Works.
3.	Seismic Analysis of Pandoh Dam to examine seismic safety under revised seismic parameter inputs