

**Consultancy Announcement:  
Terms of Reference (TORs)  
Research Fellows**

Post Title	: Research Fellow (06)
Project Title	: Reducing uses and releases of chemicals of concern, including POPs, in the textiles sector (GEF ID 10523)
Executing Agency	: Basel and Stockholm Conventions Regional Centre for Southeast Asia (BSCRC-SEA)
Estimated Duration	: April 2026 till August 2027
Location	: Pakistan

## **INTRODUCTION**

The objective of this consultancy announcement is to inform the opening of fellowships for Students/recent graduates of Textile engineering, Environmental engineering/sciences, chemical engineering and other relevant fields to undertake and conduct the project activities as aforementioned above at the National level.

The project is funded by the Global Environment Facility (GEF) with the United Nations Environment Programme (UNEP) as the GEF Implementing Agency and Basel and Stockholm Conventions Regional Centre for Southeast Asia (BSCRC-SEA) and the Natural Resources Defense Council (NRDC) as the Executing Agencies. The project is implemented in Bangladesh, Indonesia, Pakistan, and Viet Nam.

The objective of this project is significant and documented reductions in use, releases, and exposure to chemicals of concern (CoCs) including POPs in the textiles sector in selected countries (Bangladesh, Indonesia, Pakistan, and Viet Nam).

The project consists of the four following components:

Component 1: Information sharing and chemical management pilots on priority CoCs including POPs in textiles facilities

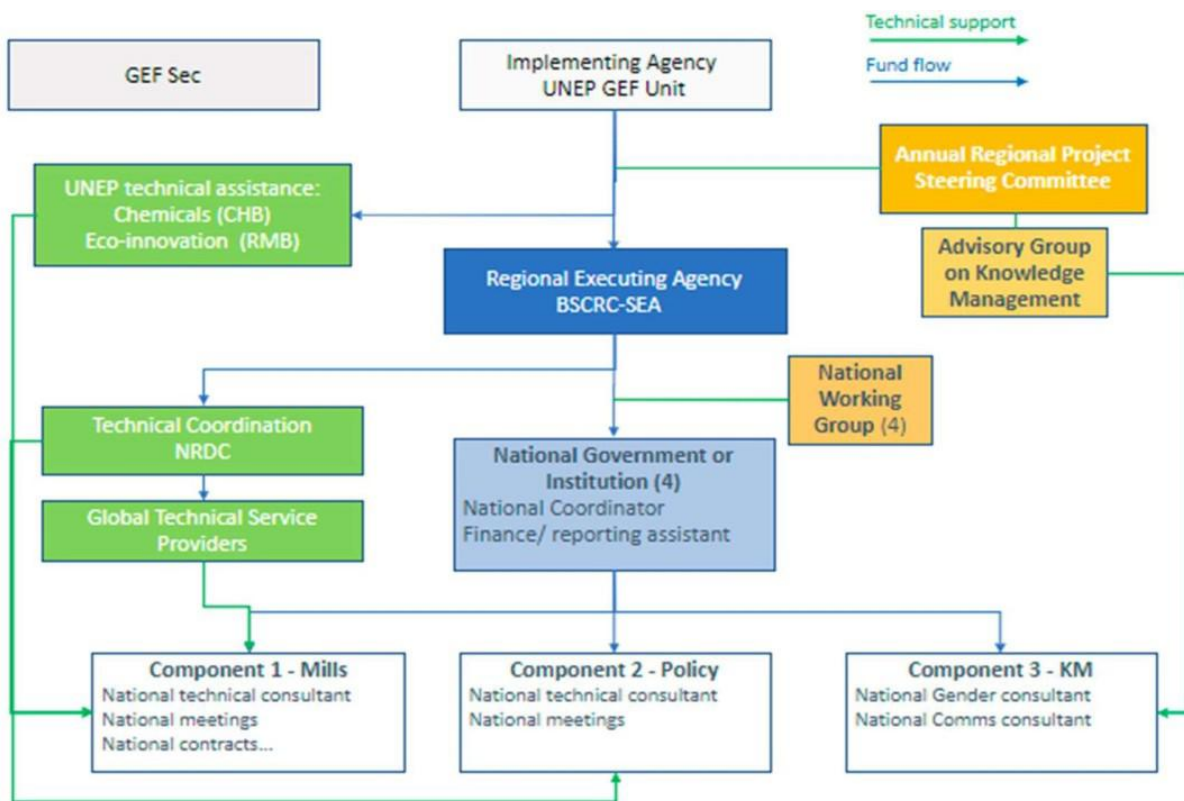
Component 2: Eco-innovative strategies towards a non-toxic and circular textiles' economy

Component 3: Knowledge management for scaling up

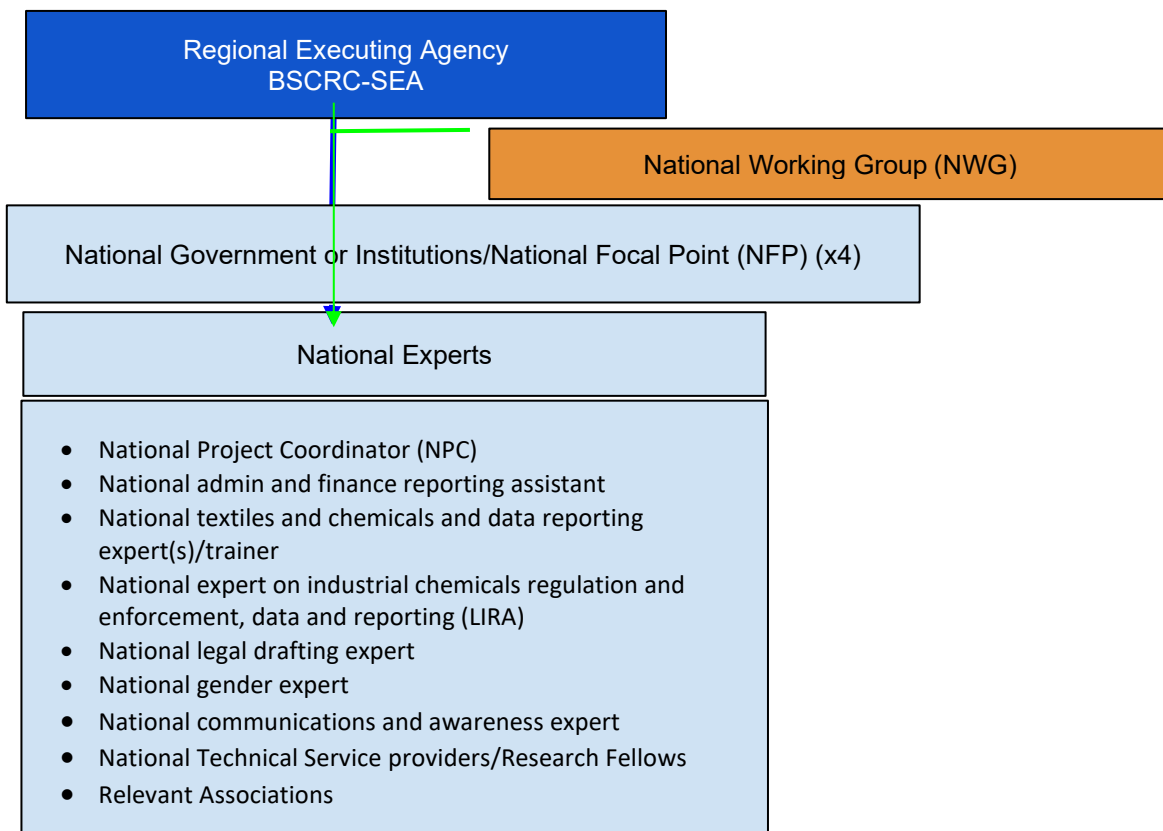
Component 4: Monitoring and Evaluation

Below is the organogram of the whole project showing all involved in the development of this project. All Students/Graduates will be supervised by the National Government or Institution (National Focal Point), the National Project Coordinator and the Regional Executing Agency (EA).

## Project Organogram



## National organogram



## DESCRIPTION OF REQUIRED SERVICES FOR THIS POSITION

Students/Graduates will work under the direct supervision of the National Project Coordinator (NPC) and technical guidance of NRDC to support textile mills in chemical management activities. This assignment will provide practical exposure to the textile industry, chemical inventory management, international trainings of inventory tools such as Bhive and compliance with national and international standards. Students/Graduates will also participate in trainings and help transfer knowledge to mills.

## MAIN FUNCTIONS AND RESPONSIBILITIES

- Attend introductory meeting and guidance sessions with the NPC and NRDC.
- Support field visits to textile mills to:
  - ✓ Collect chemical inventory data.
  - ✓ Identify chemicals of concern, including POPs.
  - ✓ Assist mill staff in understanding chemical management practices.
- Assist in using the project's chemical inventory tool (Bhive).
- Participate in trainings organized abroad or nationally, and help deliver trainings to mill staff.
- Conduct awareness-raising and capacity-building activities for textile mills under the framework of the project
- Prepare brief reports on activities and lessons learned from mill visits.
- Provide feedback to the project team on challenges and suggestions for improvement.

## Activities and Responsibilities

Following table delineates the activities to be undertaken by the fellows. Activities under the project components may need to be carried out concurrently.

**Table 1: Output-wise Activities and Responsibilities**

	<b>Project Output</b>	<b>Key Activities Involving Gender</b>	<b>Responsibility of National Intern</b>
<b>Component 1</b>	<b>Output 1.1</b> Chemical inventories for POPs and CoCs	Mapping of SME wet mills and chemical suppliers; site visits; pilot mill selection; preparation of inventory reports	Assist in Collecting list of mills including SMEs for Mapping through surveys/meetings (associations, Institutes) & workshops, supports field visits, Curate participants for inventories – prepare inventory candidate list, prepare List of POPs and COC for monitoring and

			control under this project, assist in developing inventory training materials, Organize and provide training for the mills and national institutions/relevant stakeholders on inventory tools, Set chemical suppliers mapping framework and compile initial list of chemical suppliers from collected inventories, Assist in Preparing draft report on national CoCs and POPs and chemical supplier mapping and directly report to NPC
	<b>Output 1.2</b> Chemical reporting and information sharing	Development and piloting of chemical reporting tools; training and consultations with mills, suppliers, and regulators	Select candidate mills for inventory collection, Assist in Finalizing inventory training materials, and host training session for participating mills, and directly report to NPC
	<b>Output 1.3</b> Pilot projects and substitution plans	Development of pilot delivery methodology; selection and implementation of pilot mills	Assist in developing and discussing selection criteria of pilot projects for wet processing mills candidate, Endorsement of identified wet processing mills for phase 1 pilot and directly report to NPC
	<b>Output 1.4</b> Risk reduction and safety measures	OSH assessments; safety and risk-reduction training; documentation of pilot lessons	Provide training on risk reduction and safety measure and directly report to NPC
<b>Component 3</b>	<b>Output 3.1</b> Capacity building and awareness	Development of awareness strategies; training materials; national workshops	Assist in developing Knowledge management and awareness plan, Integrating awareness raising component in planned activities/meetings/trainings/workshops, developing and delivering of awareness and capacity building trainings and directly report to NPC
	<b>Output 3.2</b> Knowledge management and global platforms	Development and dissemination of KM tools and platforms; aggregation of lessons and best practices	Delivering of KM strategy including social media & media engagement, attend international trainings events, assist in organizing a global meeting, and directly report to NPC

### Expected Outputs and Deliverables and Payment

Research Fellows will keep liaison with the National Project coordinator at Ministry of Climate Change & Environmental Coordination on daily basis to get and share updates on the following deliverables. The deliverables are identified below:

No	Deliverable	Payment Breakdown	Timeline
1.	Participate in national/International training sessions	20%	August, 2026
2.	Deliver training to mills	15%	November, 2026
3.	Conduct awareness-raising and capacity-building activities for textile	10%	December, 2026

	mills under the framework of the project		
4.	Assist mills in using the chemical inventory tool	15%	March, 2027
5.	Support field visits and collect inventory data from assigned mills	20%	May, 2027
6.	Submit brief reports on field activities and lessons learned	20%	July, 2027
<b>Total</b>		<b>100%</b>	

### COMPETENCIES---

- Basic knowledge of textile/engineering/chemistry and chemicals used in the sector.
- Good communication and interpersonal skills.
- Willingness to learn and engage with mill staff.
- Ability to travel to assigned mills and work in teams.
- Proficiency in MS Office (Word, Excel, and PowerPoint) is desirable.

### REQUIRED QUALIFICATIONS

- Recently graduated/Enrolled in MS/M-phil in relevant research of Textile Engineering, Chemical Engineering, Environmental Science/Engineering, or related field.
- Demonstrated Knowledge in chemical management, industrial safety, and environmental compliance.
- Good oral and written English and communications skills.

Please submit your Cover Letter and CVs to: [secretariat@rc-sea.org](mailto:secretariat@rc-sea.org) on or before 23<sup>rd</sup> April, 2026.

## Annex

### Project Work Plan

The project work plan is as in the table below,

Activity	2026				2027	
	Q1	Q2	Q3	Q4	Q1	Q2
<b>OUTPUT 1.1 Chemical inventories for POPs and CoCs</b>						
1.1.1 Mapping of the SMEs						
1.1.2 Practical inventory guidance and methodology						
1.1.3 Recruitment of mills and roll-out of site-level inventories						
1.1.4 Mapping of chemicals suppliers						
1.1.5 Monitoring of chemical import& Trade						
1.1.6 Developing inventory report						
<b>OUTPUT 1.2 Chemical reporting and information sharing</b>						
1.2.1 Guidance on declarations & reporting tool						
1.2.2 Training and Piloting of the declaration of reporting tool						
1.2.3 Piloting of blockchain technology solutions to collect reliable and onfidential data on chemicals in textile sector						
<b>OUTPUT 1.3 Pilot projects and substitution plans</b>						
1.3.1 Preparation of pilot delivery methodology						
1.3.2 Development technical guidance documents						
1.3.3 Roll out of Phase 1 pilot projects and training access chemical engineers and lab services						
1.3.4 Selection Phase 2 mills						
1.3.5 Phase 2 pilots conducted						
<b>OUTPUT 1.4 Risk reduction and safety measures</b>						
1.4.1 Social & economic analysis of potential costs and benefits						
1.4.2 Knowledge products analysis						
1.4.3 Supporting initial safety measures in textile facilities						
<b>OUTPUT 3.1 Capacity building and awareness</b>						
3.1.1 National KM and awareness strategies						
3.1.2 Communication and information materials						

3.1.3 Awareness and capacity building training						
<b>OUTPUT 3.2 Knowledge management and global platforms</b>						
3.2.1 Refining global KM strategy						
3.2.2 Online platform						
3.2.3 KM strategy delivery						
3.2.4 Organizing a global meetings bringing stakeholders from two projects together						

