

## **WASH Specialist (Climate, Environment and DRR), NO-C (Temporary Appointment), Freetown, Sierra Leone**

<b>Title:</b> WASH Specialist (Climate Change, Environment and DRR (CED))	<b>Funding Code:</b>	<b>Type of engagement</b> Temporary Appointment (TA) for 11 months	<b>Duty Station:</b> Freetown, Sierra Leone
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### **Background**

The impacts of climate change on WASH systems, services and infrastructure are already being felt globally, further worsening the deplorable sanitation situations and the availability and quality of drinking water. The environment is increasingly under threat from the impacts of climate change and the hazards and disasters caused. These, and other deteriorating environmental conditions threaten the services on which people rely, strengthening the capacity for climate change mitigation and resiliency of individuals and communities to maintain a safe and clean environment is critical to environmental and resiliency components of the 2030 Agenda for Sustainable Development; in particular, SDG 6 on clean water and sanitation, SDG 11 on sustainable cities and communities, SDG 13 on climate action, and SDG 5 on gender equality. Yet, global, and national climate policy rarely identifies the adaptation needs and mitigation opportunities in the WASH sector.

Sierra Leone is vulnerable to the adverse impacts of climate change, especially flooding, landslides and mudslides, coastal erosion, sea level rise, drought, and associated water scarcity and crop failures. Environmental degradation including air and plastic pollution is a major source of concern.<sup>1</sup> According to UNICEF’s Children’s Climate Risk Index, Sierra Leone is at an “extremely high” risk of climate change, ranking 26<sup>th</sup> among 163 countries. In response, Sierra Leone Government has taken various measures, including the adoption of a National Adaptation Plan in 2021. The aim is to address the challenges through targeted interventions that will focus on climate change adaptation and community-based disaster risk reduction (CBDRR) to build resilience at the local level.

UNICEF over the last couple of years, has also clearly spelled out the need for a shift in WASH programme as climate change is one of the fundamental threats to development, particularly for the poorest children so it demands a new perspective and innovative solution to this problem. At the same time, COP 26 has identified climate crisis as a child rights crisis and climate change is directly connected to the water cycle specifically the water security. Access to safe water is the foremost child right for survival. UNICEF’s core commitment to children has pointed out the importance of coherence and complementarity of development and humanitarian programming and is committed to incorporating environmental sustainability into the design and delivery of UNICEF’s development and humanitarian actions and strengthening communities’ resilience to climate change. Thus, it has been perceived that more guidance and serious engagement are needed in the WASH sector to integrate climate resilience within development and humanitarian actions through clear policies, strategies, and development plans. In addition to “climate resilient service delivery” and “system strengthening on climate-sensitive WASH policy environment”; UNICEF Sierra Leone has proposed one specific output on “Climate Change, and

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<sup>1</sup> UNICEF, Climate Landscape Analysis for Children – Sierra Leone, 2022, p68

Disaster Risk Reduction” in its WASH Programme Rationale in order to advocate and support the government and other stakeholders to address the impacts of climate change and environmental degradation on children especially in the area of climate change mitigation and adaptation; green energy (reducing carbon footprint), environmental sustainability and community resilience building including reducing pollution and integrated water resource management. UNICEF will enhance the availability of data and evidence across these dimensions to facilitate child-focused and risk-informed programming while engaging children, adolescents, and youth as agents of change in environmental and climate action.

UNICEF Sierra Leone WASH Section, therefore, seeks to recruit a WASH and CED Specialist (TA) to support the design and implementation of the Sustainability and Climate Action Plans (SCAP), and Community based Disaster Risk Reduction (CBDRR) programme under Government of Iceland funded WASH programme as well as Climate shift WASH programme under FCDO funding. Within the context of the recurrent natural hazards and the subsequent human and economic losses that mainly affect poor and rural communities, the specialist will further support the development of disaster risk management capacities at all levels, particularly at the community level. Furthermore, disaster-prone communities often lack the capacity and knowledge to react or respond to climate change-related problems, to minimize and potentially reduce the impact of disasters.

**Job organizational context:** The WASH Specialist (Climate, Environment and DRR) is to be based in a Country Office (CO) where the WASH, Climate Change and Environmental Sustainability (CED) Programme is a major component of the new Country Programme.

**Purpose of the job:**

The WASH Specialist (Climate, Environment and DRR) reports to the Chief of WASH (Level 4) for guidance and general supervision. The Specialist supports the development, preparation, management, implementation, monitoring and evaluation of the WASH programme within the country programme (including Climate Action). The Specialist provides technical guidance and management support throughout the programming processes, to facilitate the administration and achievement of the WASH, Climate, Environment and DRR (CED)-related output results in the country programme and broadly contribute to achieve UNICEF’s global Strategic Plan for 2022-2025, under which Goal Area 4 states that UNICEF will work to ensure that ‘every child, including adolescents, has access to safe, climate-resilient water, sanitation and hygiene services and lives in a safe and sustainable climate and environment through:

- Identification of the critical elements of climate-resilient WASH and how are these integrated with other aspects of development.
- Supporting the Government of Sierra Leone in building its capacity to integrate climate agenda in the WASH sector.
- Defining “climate resilient WASH” in the context of Sierra Leone with clear indicators and ways to measure and be able to report at national and sub-national levels.
- Facilitating the integration of WASH climate resilience in relevant WASH policies, strategies, and plans.
- Enhancing the capacity of UNICEF to effectively scale-up climate-resilient programme in line with the shift towards climate-resilient WASH programming in both development and humanitarian actions.
- Supporting the Government to develop climate change investment case and advocacy tools.

- Facilitate the conduct of comprehensive Child Centered Risk assessments to identify potential hazards and vulnerabilities
- Prepare and support the implementation of UNICEF's programme work plans as required to include community based DRR risks and opportunities, and provide concrete guidance to make programme activities risk-informed.
- Support the government to develop or establish effective early warning system.
- Support the government line ministries to develop environmental sustainability and Climate Change disaster risk reduction (DRR) action plans in line with the UNICEF Sustainability and Climate Change Action Plan (SCAP) and roll out.
- Support the mainstreaming of DRR approaches in UNICEF-key sectors within UNICEF through country programme planning and monitoring processes.
- Support the implementation, monitoring and review of the rolling work plans signed between UNICEF and relevant ministries.
- Participate in DRR/CC sector review meetings with government counterparts. Prepare annual programme status reports in a timely manner, as required; ·
- Contribute to concept notes and proposals for Climate Change Environment and DRR funding opportunities.
- Draft CBDRR training manuals in collaboration with relevant ministries.
- Provide support to cross-sectoral programme areas in terms of climate change and disaster risk reduction.

#### **Summary of key functions/accountabilities:**

1. Programme development and planning
2. Programme management, monitoring and delivery of results
3. Technical and operational support for programme implementation
4. Humanitarian WASH preparedness and response
5. Networking and partnership building
6. Innovation, knowledge management and capacity building

#### **Programme development and planning**

- Draft the WASH and CED inputs for the situation analysis. Provide timely, comprehensive and current data to inform WASH and CED policy and programme development, planning, management and implementation. Keep abreast of WASH and CED sector development trends, for maximum efficiency and effectiveness in programme design, management and implementation.
- Participate in strategic WASH and CED programme planning discussions. Prepare WASH and CED donor proposals, ensuring alignment with UNICEF's Strategic Plan, UNICEF's global WASH strategy and the Country programme, as well as government plans and priorities, and the role of other external support agencies.
- Assist in the formulation of the WASH and CED outcome and output results, related indicators, baselines, targets and means of verification. Prepare required documentation for programme reviews.
- Work with colleagues and partners to discuss strategies and methodologies for the achievement of WASH and CED output results in the country programme.

- Provide technical and operational support throughout all stages of programming processes and ensure integration, coherence and harmonization of WASH and CED with other UNICEF sectors, for the achievement of the WASH and CED output results.
- Draft assigned sections of the annual work plan, in close cooperation with government and other counterparts.

### **Programme management, monitoring and delivery of results**

- With other external support agencies, strengthen national government WASH and CED sector monitoring systems, with a focus on WASH and CED outcomes (behaviors), using bottleneck analysis tools available in the sector (WASH-BAT, CSOs, SDAs).
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts and prepare reports on results for required action/interventions at the higher level of programme management.
- Prepare/assess monitoring and evaluation reports to identify gaps, strengths/weaknesses in programmes and management, identify and document lessons learned.
- Monitor and report on the use of sectoral programme resources (financial, administrative and other assets), verify compliance with approved allocations, organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity. Report on issues identified to enable timely resolution by management/stakeholders.
- Prepare sectoral progress reports for management, donors and partners.

### **Technical and operational support for programme implementation**

- Actively monitor UNICEF-supported activities through field visits, surveys and exchange of information with partners, to assess progress, identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely interventions.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in WASH and CED, to support programme implementation.
- Plan for use of technical experts from the Regional Office and HQ, as and where appropriate in the WASH and CED programme, through remote support and on-site visits.
- Participate in WASH and CED programme meetings, to review progress, with government, other sector agencies and implementation partners, involved at various stages of WASH and CED programme implementation, to provide expert advice and guidance.
- Draft policy papers, briefs and other strategic materials for use by management, donors, UNICEF regional offices and headquarters.

### **Humanitarian WASH preparedness and response**

- Prepare requisitions for supplies, services, long-term agreements and partnership agreements to ensure UNICEF is prepared to deliver on its commitments for WASH in case of an emergency.
- Contribute to the coordination arrangement for humanitarian WASH, for instant robust coordination in case of an emergency.
- Ensure that all UNICEF WASH and CED staff are familiar with UNICEF's procedures for responding in an emergency.

- Take up support roles in an emergency response and early recovery, as and when the need arises, and strengthen the linkages with CED.

### **Networking and partnership building**

- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve WASH and CED output results.
- Prepare materials for WASH and CED programme advocacy to promote awareness, establish partnerships and support fund-raising.
- Participate in inter-agency discussions, ensuring that UNICEF's position, interests and priorities are fully considered and integrated in the UNDAF development planning and agenda setting.

### **Innovation, knowledge management and capacity building**

- Lead the development, implementation, monitoring and documentation of WASH and CED action research and innovation (technical or systems).
- Prepare learning/knowledge products, covering innovative approaches and good practices, to support overall WASH and CED sector development.
- Create and deliver learning opportunities for UNICEF WASH and CED staff, to ensure our sector capacity remains up-to-date with latest developments.
- Contribute to the systematic assessment of WASH and CED sector capacity gap analysis, in collaboration with government and other stakeholders, and support the design of initiative to strengthen capacities systematically.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients/stakeholders.

### **To qualify as an advocate for every child you will have**

#### **Education:**

- An advanced university degree in one of the following fields is required: Climate & Environmental science, Water Resources Engineering or another relevant technical field.
- Additional relevant post-graduate courses that complement/supplement the main degree are a strong asset.

#### **Experience:**

- A minimum of five years of relevant professional experience in WASH and CED systems strengthening including development of policy framework and strategies.
- Experience working with optimization of design or Climate Resilient (CR) WASH and capacity building at national, District, and community levels.
- Experience with quality assurance and site monitoring for civil engineering projects especially for various WASH technology options.
- Experience in partnership management and working with multiple stakeholders, especially government partners and civil society organisation, in the management of various components of climate change, environmental sustainability, and DRR.
- Strong communication skills and flexibility working with various government stakeholders.

- Previous work experience with UNICEF or other international organizations working in the WASH Sector in developing countries is an asset.
- Computer skills, including internet navigation and various office applications.
- DEVELOPMENTAL: a minimum of five years of professional experience in WASH or CED-related programmes for developing countries is required.
- HUMANITARIAN: At least one three-month deployment mission in a humanitarian situation (with UN-Govt-INGO) is required.
- **UNICEF's active commitment towards diversity and inclusion is critical to deliver the best results for children. For this position, eligible and suitable female candidates will be prioritised.**

#### Language Requirements:

- Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.

#### For every Child, you demonstrate...

UNICEF's Core Values of Care, Respect, Integrity, Trust and Accountability and Sustainability (CRITAS) underpin everything we do and how we do it. Get acquainted with Our Values Charter: <https://uni.cf/UNICEFValues>

#### UNICEF competencies required for this post are...

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

During the recruitment process, we test candidates following the competency framework. Familiarize yourself with our competency framework and its different levels: [competency framework here](#).

#### Remarks:

- This position is based in Freetown (Sierra Leone).
- This post is open for Sierra Leone Nationals only.
- Selected applicants will have one-year temporary appointment (contract), with the possibility of extension subject to satisfactory performance.
- Only shortlisted candidates will be notified and advance to the next stage of the selection process, which involves various assessments.
- UNICEF only considers higher educational qualifications obtained from an institution accredited / recognized in the World Higher Education Database (WHED), a list updated by the International Association of Universities (IAU) / United Nations Educational, Scientific and Cultural Organization (UNESCO). The list can be accessed at <http://www.whed.net/>.

<b>Budget Year:</b>  2024/2025	<b>Requesting Section/Issuing Office:</b>  WASH Programme Section	<b>Reasons why work cannot be done by staff:</b>  With the current workload the existing WASH team is not in the position to undertake additional workload and the work is highly demanding and specialised knowledge specifically on climate change and DRR is the essence.
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**Included in Annual/Rolling Workplan:**  X Yes  No, please justify:

<b>Sourcing:</b>  <input checked="" type="checkbox"/> National <input type="checkbox"/>  <b>Selection method:</b>  <input type="checkbox"/> Competitive Selection (Roster) <input checked="" type="checkbox"/> X Competitive Selection (Advertisement/Desk Review/Interview)	<b>Request for:</b>  <input checked="" type="checkbox"/> Temporary Appointment (NO3_TA)  <input type="checkbox"/> Extension/ Amendment
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If Extension, Justification for extension: N/A

<b>Supervisor:</b>	<b>Start Date:</b>  June, 2024	<b>End Date:</b>  May, 2025	<b>Number of Months (working):</b>  11 months
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