



Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	ESAR
Category:	IP (International Professionals)	Country:	Kenya
Reason for Classification:	Establishment of a new post	Duty Station:	Nairobi
Level:	P-5	Office:	Global Programm Division
Title:	Senior Adviser	Section:	WASH
Title Information in Parenthesis:	Water, Sanitation and Hygiene (Sanitation)	Unit:	High Impact Solutions
CCOG Code:	1B06e 1J04	Case Number:	
UNICEF Code:	WSH	Post Number:	00133992
Classified by:	Bettina Hasel	Classified Date:	9/8/2025

Organizational Context:

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy, and operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children’s rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop, and reach their full potential, without discrimination, bias, or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic, and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education, and protection of a society’s most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

The Global Programme Division (GPD) plays a central role in driving programme excellence across UNICEF. It provides global strategic leadership and policy direction, develops and monitors frameworks and standards, and ensures coherence and alignment across sectors, regions and partners. GPD generates high-impact, evidence-based solutions and serves as a hub of specialized expertise, offering technical guidance on policy reform and scalable programming.

GPD leads UNICEF’s policies, standards and negotiations for programme, ensuring the organization’s assets and priorities are aligned with and contribute to child development goals. In addition, GPD strengthens country-level implementation through integrated technical support, linking global policy with on-the-ground action to deliver results for children at scale.

As part of this structure, UNICEF has established Centres of Excellence (CoEs) to provide high-quality, demand-driven technical assistance to Country and Regional Offices, and their governments and partners. Located strategically in Nairobi, Panama, Amman and Bangkok, the CoEs bring together cross-cutting expertise across time zones. Global Programme Practices in CoEs function as a single point of entry for support, delivering tailored assistance in priority areas such as policy reform in matters that advance the wellbeing of children, at-scale programme design, public finance, workforce development and institutional strengthening, and timely humanitarian response while promoting resilient development. In so doing, the CoEs also contribute to global policy

standards ensuring that UNICEF's support is grounded in practical knowledge.

Strategic Context

Water, sanitation and hygiene (WASH) is integral to UNICEF's Strategic Plan 2026–2029, contributing across impact results, including Impact Result 1. access to affordable, safe, sustainable WASH, and Impact Result 5, which focus on reducing climate and environmental risks to children and low-carbon climate-resilient WASH services at home and in communities is a prerequisite for children's health, safety, dignity, and future development. WASH also contribute to the implementation of the United Nations System-Wide Strategy for Water and Sanitation and its Collaborative Implementation Plan

Despite overall global progress, sanitation remains one of the most off-track Sustainable Development Goal (SDG) targets. While ending open defecation remains essential to ensure no one is left behind, a critical shift is needed toward delivering safely managed sanitation services as envisioned in the SDGs. This requires stronger systems, increased investment, and innovations that can deliver at scale in both development and humanitarian settings.

The High Impact Solutions Team plays a key role in addressing these challenges. The team provides expertise to governments to support sector reform and mobilize increased financial resources for WASH, accelerating and scaling services while contributing to policy, planning, regulation, and standards. This is underpinned by innovation, evidence generation, and advocacy at local, national, and global levels.

Working in close collaboration with other teams in the Global WASH Practice, the High Impact Solutions Team helps governments strengthen WASH systems, institutions, and governance structures to ensure universal access to essential services. Through this work, UNICEF contributes to resilient, equitable, and sustainable WASH service delivery that prioritizes the needs of children and women, even in resource-constrained and crisis-affected environments.

Purpose of the Job:

The Senior Adviser, Water, Sanitation and Hygiene (Sanitation), reports to the Director, Global WASH Practice, with day-to-day coordination by the Snr Adviser, High Impact Solutions. The Snr Adviser provides strategic guidance and technical assistance to governments and UNICEF Country Offices to advance access to sanitation up the service ladder toward safely managed sanitation for all. The role ensures that financial resources are leveraged effectively to achieve results at scale and to deliver on UNICEF's Strategic Plan 2026–2029 for the most vulnerable children and families in both development and humanitarian contexts.

The Senior Adviser also ensures that climate-resilient sanitation is fully integrated into UNICEF's WASH programming. This includes promoting resilience to climate shocks, advancing low-carbon energy solutions, reducing greenhouse gas emissions from non-safely managed sanitation, supporting community-level climate adaptation, and aligning UNICEF WASH work with UN climate conventions, adaptation plans, and climate financing instruments.

In addition to sanitation and climate resilience, the role oversees UNICEF's global work on WASH in Schools and Menstrual Health and Hygiene (MHH), providing strategic guidance and technical oversight, with a strong focus on inclusion, gender equality, disability, and leaving no one behind.

Other key responsibilities include supporting emergency preparedness and response, facilitating high-level advocacy on WASH priorities, mobilizing resources and partnerships, and strengthening inclusion across gender, disability, and other equity dimensions. Through evidence generation, data analysis, and partnerships, the Senior Adviser helps position UNICEF to deliver sustainable, resilient, and inclusive WASH results that leave no one behind.

Key functions, accountabilities and related duties/tasks:

The Senior Adviser, Water, Sanitation and Hygiene (Sanitation), will provide technical assistance across the following areas of work, ensuring that efforts translate into tangible results for Country Offices, governments, and global WASH commitments.

1. At-Scale Sanitation System Design

- Lead technical assistance from the Global WASH Practice to governments on sanitation, WASH in Schools, and Menstrual Health and Hygiene (MHH), through both remote engagement and in-

country missions.

- Support the identification, adaptation, and scaling of proven sanitation solutions and innovations that improve quality, efficiency, and cost-effectiveness at national and subnational levels.
- Provide strategic guidance on climate-resilient sanitation approaches, focusing on both adaptation and mitigation, and advise governments on accessing climate finance opportunities, including those under the Green Climate Fund (GCF) CRS annex.

2. Sanitation System Planning and Readiness Assessment

- Lead analysis of national budgets and expenditure for WASH, with a focus on sanitation, including cost-efficiency and value-for-money studies, to strengthen sector financing and resource allocation.
- Conduct systematic capacity gap assessments with governments and partners, and support the design and implementation of comprehensive capacity development plans.
- Oversee reviews and evaluations of national sanitation programmes, providing technical inputs to joint sector reviews and coordination processes.

3. Sanitation System Institutional Reform and Governance

- Analyse national WASH policies, strategies, and institutional frameworks to identify bottlenecks and opportunities for scaling safely managed and climate-resilient sanitation.
- Provide technical guidance for governments in implementing institutional reforms that strengthen governance, accountability, and regulatory frameworks for sanitation.
- Contribute to the development and revision of UNICEF sanitation policy and strategy instruments, ensuring they are informed by field evidence, monitoring data, and lessons learned.
- Provide thought leadership to encourage innovation, systemic change, and sector reforms that accelerate equitable sanitation access.

4. Quality Improvement through Digital Solutions

- In collaboration with the WASH Innovation Hub, lead the design and implementation of action research, pilot programmes, and digital innovations in sanitation, ensuring rigorous monitoring and broad dissemination of findings.
- Promote the use of digital platforms, tools, and monitoring systems to improve sector planning, programme delivery, and accountability.
- Document and share learning, best practices, and innovations to strengthen the global sanitation evidence base and inform future programming.

5. Equitable Access

- Advocate for sanitation solutions that prioritize the needs of vulnerable and marginalized populations, including children, women, persons with disabilities, and communities affected by fragility and conflict.
- Ensure that UNICEF-supported sanitation programming promotes inclusive, low-carbon, and sustainable solutions aligned with SDG 6 and the principle of "leaving no one behind."
- Support integration of equity considerations into national policies, sector strategies, and programme delivery mechanisms.

6. Country Office Focal Point Support

- Serve as focal point and first-line contact for a designated group of Country Offices, as assigned by the Director, WASH.
- Anticipate technical assistance needs, co-design tailored support plans with Country Offices, and ensure timely delivery and follow-up.
- Maintain an overview of typology-specific needs and provide regular updates to UNICEF leadership.
- Facilitate knowledge exchange and coordination between Country Offices, Regional Offices, and the Centre of Excellence to enhance coherence and cross-learning.

Other Functions

While the role focuses on technical assistance, it also contributes to the following functions:

- Establish annual work plans for UNICEF's sanitation portfolio, propose priorities, and define performance measures.
- Provide managerial guidance to sanitation colleagues, ensuring efficient, accountable, and results-oriented implementation.
- Monitor, report, and certify use of programme resources (financial, administrative, and other

assets), ensuring compliance with allocations, regulations, donor agreements, and standards of accountability.

- Ensure timely donor reporting, negotiate adjustments to donor agreements where necessary, and contribute to resource mobilization for sanitation, WASH in Schools, and MHH.
- Lead, mentor, and nurture team members, fostering a collaborative culture within the WASH Practice and across sectors.
- Build alliances with government counterparts, civil society, media, and the private sector to advance sanitation priorities and results for children.
- Represent UNICEF in inter-agency discussions, ensuring UNICEF's priorities are integrated into global and regional sector agendas.
- Provide UNICEF leadership in key global and regional WASH platforms, producing advocacy materials and supporting high-level partnerships to mobilize resources and accelerate progress.

Impact of Results:

The Senior Adviser, Water, Sanitation and Hygiene (Sanitation), will provide technical assistance that catalyzes the mobilization of new and additional financial resources for the sector. This contribution will strengthen national and global efforts to expand sustainable access to safely managed and climate-resilient WASH services for children and communities, accelerating progress toward UNICEF's Strategic Plan targets and building greater resilience in WASH systems. At the same time, the Senior Adviser will reinforce the Global WASH Practice's capacity to shape global policy, accelerate innovative solutions, and drive scale and impact across the sector.

Competencies and level of proficiency required:

i) Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) Core Competencies (For Staff with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (2)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

Recruitment Qualifications:

Education Required

- An advanced university degree in civil or environmental engineering, natural or social sciences, environmental or public health, water resource management, or another relevant technical field

Experience Required

A minimum of 10 years of working experience in national and international organizations in financing, project management, consulting, technical assistance, research in Water, Sanitation and Hygiene (WASH) or closely related areas

Assets

- Experience implementing complex/large-scale development/humanitarian WASH projects in developing countries
- Experience supporting WASH governance and system strengthening for both urban and rural areas
- Experience implementing WASH projects/programmes in different country contexts, including lower income countries
- Experience developing high level partnerships and advocacy, and representation at global/regional level
- Experience in/knowledge of the United Nations system

- In-dept understanding and relevant experience of UNICEF initiatives and programming

Skills • Ability to conceptualize, plan and execute ideas

- Ability to manage projects
- Ability to work effectively in teams
- Excellent organizational skills
- Excellent interpersonal skills
- Excellent communication skills
- Strategic thinking skills
- Global thinking skills
- Analytical skills

Language Required

- Fluency in English

Assets

- Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language

Is this role a Representative, Deputy Representative, Chief of Field Office, the most senior Child Protection role in the office, Child Safeguarding Focal Point, or Investigator (OIAI)?:

No

Is this post a Direct contact role in which incumbent will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:

No

Is this post a Child Data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national ID, location data, or photos)?:

No

The selected candidate for this position will be required to engage with vulnerable children:

No

Competencies and level of proficiency required:

Recruitment Qualifications:

Attachments: [133992_Senior_Advisor_WASH_Infrastructure_NBO_Classification.pdf](#)
[WASH_133992_TA_Infrastructure_P5_SeniorAdviserWASH \(Sanitation\)_NBO_05092025.docx](#)

