



UNITED NATIONS CHILDREN'S FUND (GENERIC) JOB PROFILE

I. Post Information

Job Title: WASH Specialist Supervisor Title/ Level: Sanitation Manager P4 Organizational Unit: Programme Post Location: Nampula, Quelimane, Beira	Job Level: Level NO3 Job Profile No.: CCOG Code: Functional Code: WSH Job Classification Level:
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II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the Organization does — in programmes, in advocacy and in 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 more 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.

Job organizational context:

UNICEF Mozambique WASH programme works at national and decentralized level, with a variety of interventions covering both Enabling Environment, Field Implementation, Emergency preparedness and response, with a strong focus in supporting the Government of Mozambique to deliver WASH services according to national strategies and goals (service delivery through capacity building). Within the last CPD, the different WASH components (Water supply, sanitation services, WinS, WinHCF, emergency response) have increasing in focus and scope, requiring dedicated capacity to lead its implementation. The WASH Specialist level NO3 will manage the implementation of the WASH programme at provincial level with a strong focus on sanitation, but also providing support to the other key aspects of the UNICEF WASH Programme when necessary (Water supply, sanitation services, WinS, WinHCF, emergency response). The NO3 WASH Specialist will report to the Chief of Field Office and to the Sanitation Manager P4 based in Maputo. Technical support will also be provided by the WASH Specialist (Water Supply) P4 based in Maputo when relevant.

Purpose of the job: The WASH Specialist supports the development, preparation, management, implementation, monitoring and evaluation of the WASH programme within the country programme, with a strong focus on sanitation but also overseeing the other aspects of the WASH programme such as WinS, WinHCF, Water supply, as well as emergency response and preparedness. The Specialist provides technical guidance and management support throughout the programming processes to facilitate the administration and achievement of the WASH-related output results in the country programme.

III. Key functions, accountabilities and related duties/tasks

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

1. Programme development and planning

- Draft the WASH inputs for the situation analysis, especially on Sanitation but not only (also including Water supply, WinS, and WinHCF). Provide timely, comprehensive, and current data to inform WASH policy and programme development, planning, management and implementation, including liaison with other key sections such as Health, Nutrition, Education, and Communication for Development.
- Participate in strategic WASH programme planning discussions, especially (but not only) on Sanitation. The WASH Specialist will contribute to donor proposals, ensuring alignment with UNICEF's Strategic Plan, UNICEF's global WASH strategy the new UNICEF Country programme, as well as government plans and priorities, and the role of other external support agencies.
- Assist in the formulation of the WASH outcome and output results, related indicators, baselines, targets and means of verification, especially (but not only) the Output related to Sanitation. Prepare required documentation for programme reviews.
- Work with colleagues and partners among both sectors to discuss strategies and methodologies for the achievement of WASH outputs results in the country programme.
- Provide technical and operational support throughout all stages of programming processes and ensure integration, coherence and harmonization of WASH with other UNICEF sectors, especially Nutrition Sectors..
- Draft assigned sections of the annual work plan, in close cooperation with government and other counterparts.

2 Programme management, monitoring and delivery of results

- With other external support agencies, strengthen national government WASH sectors monitoring systems, with a focus on WASH outcomes (behaviors), using bottleneck analysis tools available in the sector (WASH-BAT and others).
- 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.

3 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.
- In coordination with Provincial Field Offices, Nutrition sector and other members of the WASH team, monitor the programmatic and financial implementation of UNICEF supported implementation agreements for WASH related activities, including providing technical support to Field Offices and implementing partners to ensure timely implementation and achievement of results of field activities.
- 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 in Institutions, to support programme implementation.
- Participate in WASH and Sanitation/Nutrition Integrated programme meetings, to review progress, with government, other sector agencies and implementation partners, involved at various stages of WASH programme implementation, to provide expert advice and guidance.
- Contribute to policy papers, briefs, and other strategic materials for use by management, donors, UNICEF regional offices and headquarters.

4 Humanitarian WASH preparedness and response

- Support Government and partners at national and decentralized level in the identification and analysis of risks, and their impact over WASH services, and put in place preparedness and contingency mechanisms 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 to ensure robust coordination in case of an emergency.
- Take up support roles in a WASH emergency response and early recovery, including Infection Prevention and Control related activities, especially in the context of epidemics, as and when the need arises.

5 Networking and partnership building

- Provide technical and managerial support to Government for the establishment and operation of intersectoral coordination mechanisms, for the development of strategies, plans and overall coordination of WASH related interventions, and their incorporation within related strategies and plans.
- 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 results.
- In close collaboration with other relevant sections (Nutrition, Health, Education) within UNICEF and sector counterparts, contribute to the development of materials for WASH

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.

6. Innovation, knowledge management and capacity building

- Lead the development, implementation, monitoring and documentation of WASH action research and innovation (technical or systems).
- Prepare and contribute to learning/knowledge products, covering innovative approaches and good practices, to support overall WASH sector development – with a strong focus on sanitation.
- Contribute to the systematic assessment of WASH 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.

IV. Impact of Results

The support provided by the WASH specialist will enable the country office to achieve the WASH related output results of the country programme with a strong focus on sanitation. This, in turn, will contribute to the achievement of the outcome results of the country programme document. When done effectively, the achievement of the outcome results will improve child survival, growth and development and reduce inequalities in the country.

v. UNICEF values and competency Required (based on the updated Framework)

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies (For Staff with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (1)
- 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)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

or

Core Competencies (For Staff without Supervisory Responsibilities) *

- 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)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VI. Recruitment Qualifications

Education:	<p>Master's Degree in one of the following fields is required: public health, social sciences, behavior change communication, water and sanitation engineering or another relevant technical field.</p> <p>Additional relevant post-graduate courses that complement/supplement the main degree are a strong asset.</p>
Experience:	<p>DEVELOPMENTAL: a minimum of five years of professional experience in WASH-related programmes for developing countries is required, especially in WASH in Institutions with focus on HCF</p> <p>HUMANITARIAN: Experience in planning and implementation of emergency response within the WASH sectors is an asset</p>
Language Requirements:	<p>Fluency in English and Portuguese is required. Proficiency in other local languages is a strong asset.</p>

VII. Technical requirements	
<ol style="list-style-type: none"> 1. Rural sanitation for low- and middle-income countries, incl sustainability; applying CATS principles 2. National government WASH policies, plans and strategies 3. Infection Prevention and Control 4. Rural water supply for low- and middle-income countries - including water safety, sustainability 5. Urban sanitation for low- and middle-income countries, incl sustainability 6. Handwashing with soap 7. Analysis of national budgets and expenditure for basic WASH, and related advocacy 8. WASH in Institutions (schools and HCF) 	Expert knowledge of the three first components and basic knowledge of the rest of components
<ol style="list-style-type: none"> 1. Humanitarian WASH - preparedness 2. Humanitarian WASH - response and recovery 	Basic knowledge of both components
<ol style="list-style-type: none"> 1. Humanitarian WASH – coordination of the response 	Basic knowledge
<ol style="list-style-type: none"> 2. Programme/project management 3. Capacity development 4. Knowledge management 5. Monitoring and evaluation 	Expert knowledge of two components and basic knowledge of the other two components
<ol style="list-style-type: none"> 1. Human rights and WASH 2. Gender equality and WASH 	In-depth knowledge