



## UNITED NATIONS CHILDREN'S FUND JOB PROFILE WASH TA- Vanuatu

### I. Post Information

Job Title: **WASH Specialist**  
 Supervisor Title/ Level: **WASH Specialist (Level 3)**  
 Organizational Unit: **Programme**  
 Post Location: **Port Vila, Vanuatu**

Job Level: **Level 3 (TA)**  
 Job Profile No.:  
 CCOG Code:  
 Functional Code:  
 Job Classification Level: **(For non GJP)**

### 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.

**Purpose of the job:** The Specialist will support the Ministry of Lands (MoL) Department of Water Resources (DoWR) in their efforts to reach the Government of Vanuatu's goal of delivering safely managed drinking water to all people in Vanuatu by 2030. This purpose of this position is to provide high quality, sector specific advice and support to DoWR regarding strategy, planning, management advice for the Government of Vanuatu National Implementation Plan. This support will be provided through the Vanuatu – New Zealand Water Sector Partnership. The partnership has two main components: (1) working with communities across the whole country to identify and prioritize water safety and security needs, and (2) delivering high priority water infrastructure projects to address these needs. This position will focus on increasing DoWR staff capacity to monitor contracts and supervise construction.

**Job organizational context:**

The WASH Specialist (TA) reports to the WASH Specialist (FT). The WASH Specialist will be expected to spend significant time working from the offices of DoWR in Port Vila and construction field sites in the Provinces.

### III. Key functions, accountabilities and related duties/tasks

#### 1. Provide advice and support to the manager of the Project Management Unit

- Build capacity of National and Provincial Department of Water Resources (DoWR) staff to operationalize the Vanuatu National Implementation plan for safe and secure water
- Support competitive tendering, transparent request for proposals, effective contract management, quality construction supervision, sound financial management and appropriate reporting processes
- Provide technical advice where required
- Strengthen staff performance management through GoV staff appraisal and other systems
- Explore options for a vocational training course for plumbing with Vanuatu Institute of Technology and Rural Training Centres and formalizing the apprenticeship training program for DoWR
- Improve monitoring, quality control and performance management of DoWR contractors
- Develop ways to ensure resilience in water supply systems by ensuring appropriate infrastructure for relevant climate and disasters changes.
- Ensure activities are inclusive, addresses gender disparities, promotes climate mitigation and prepares for disaster response

#### 2. Build the Project Management and Operational Capacity of the Project and Operations Unit

- Identify training needs and design capacity building activities
- Promote a culture of continuous improvement in DoWR which identifies learnings and applies lessons to improve project practices
- Lead trouble-shooting and problem solving where required to achieve DoWR Key Performance Indicators and Water Sector Partnership outcomes
- Support government of Vanuatu (GoV) capacity to manage, monitor and deliver results.
- Ensure that water systems are implemented according to the design and GoV standards
- Prepare/assess monitoring and evaluation reports to identify gaps, strengths/weaknesses in the programme and management
- Actively monitor 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

#### 3. Networking and partnership building

- Build and sustain close working partnerships with DoWR, Provincial government, MFAT, MoH as well as implementing partners at the provincial and national level.
- Share information and knowledge actively to facilitate programme implementation
- Build capacity of national and provincial WASH government counterparts to network and build partnerships.

#### 4. Innovation and knowledge management

- Prepare learning/knowledge products, covering innovative approaches and good practices, to support overall WASH sector development and to disseminate the learnings from the programme.
- 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.
- Lead capacity building initiatives to enhance the competencies of clients/stakeholders, in order to advance the programme.
- Keep abreast of WASH sector development trends, for maximum efficiency and effectiveness in programme design, management and implementation.
- Leverage learnings from other countries implementing WASH programs and help integrate these learnings in GoV programmes.

#### 5. Other Tasks, if needed

- Respond to emergencies
- Support other UNICEF and Government of Vanuatu WASH, Health, Education and Child Protection activities

#### IV. Impact of Results

The support provided by the Level 3 WASH Specialist will enable the Vanuatu Field Office to achieve the Water Sector Partnership programme outputs and the UNICEF Pacific WASH strategy. This, in turn, will contribute to the achievement of the outcome results of the Vanuatu National Sustainable Development Plan (NSDP) and UNICEF Multi Country Programme. When done effectively, the achievement of the outcome results will improve child survival, growth and development and reduce inequalities in Vanuatu.

#### V. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles.

##### Core Values

- Commitment
- Diversity and inclusion
- Integrity

##### Core competencies

- Communication (II)
- Working with people (II)
- Drive for results (II)

##### Functional Competencies:

- Leading and Supervising (I)
- Formulating strategies and concepts (II)
- Analyzing (III)
- Applying technical expertise (III)
- Relating and networking (II)
- Deciding and Initiating action (II)

#### VI. Recruitment Qualifications

Education:	Preferably a Master's Degree in construction management or relevant experience.
Experience:	DEVELOPMENTAL: A minimum of five years of professional work experience in WASH-related programmes for developing countries, including three years deployment in multiple developing countries. Preference given to those with UNICEF, small gravity fed water supply, construction, construction supervision, contract management and small island experience.
Language Requirements:	Oral and written proficiency in English is required. Knowledge of another official UN language or a local language (Bislama) is an asset.

#### VII. Technical requirements

1. Rural water supply for low- and middle-income countries - including water safety, sustainability	Expert knowledge of three components and basic knowledge of three components
2. Rural sanitation for low- and middle-income countries, incl sustainability; applying CATS principles and sustainable sanitation strategies	
3. Urban and peri-urban sanitation for low- and middle-income countries, incl sustainability	
4. National government WASH policies, plans and strategies	
1. Humanitarian WASH – prevention and preparedness	Basic knowledge of

2. Humanitarian WASH - response and recovery	both components
1. Programme/project management 2. Capacity development 3. Knowledge management 4. Monitoring and evaluation 5. Improving the enabling environment 6. Using evidence-based advocacy and communication to obtain buy-in	Expert knowledge of two components and basic knowledge of the other two components
1. Human rights and WASH 2. Gender equality and WASH 3. Equity and inclusion 4. Changing social norms	In-depth knowledge

### VIII. Signatures- Job Description Certification

Name: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Title: \_\_\_\_\_

Name: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Title: \_\_\_\_\_