



UNITED NATIONS CHILDREN'S FUND (GENERIC) JOB PROFILE

I. Post Information

Job Title: **WASH Specialist (Nexus)**
 Supervisor Title/ Level: **Chief of Field Office Fort Dauphin matrix managed with Chief WASH**
 Organizational Unit: **Programme, WASH**
 Post Location: Fort Dauphin, Anosy, Madagascar

Job Level: **Level 3**
 Job Profile No.: **129205**
 CCOG Code: **1B06e**
 Functional Code: **WSH**
 Job Classification Level: **Level 3**

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.

Furthermore, UNICEF is committed to support humanitarian coordination through the cluster approach. Introduced as part of the humanitarian reform, the cluster approach, aims at ensuring clear leadership, predictability and accountability in international responses to humanitarian emergencies by clarifying the division of labor among organizations and better defining their roles and responsibilities within the different sectors involved in the response. As a member of the IASC, UNICEF work along with national and local stakeholders (including national and local authorities, CSOs, and communities) to support humanitarian coordination and to improve the collective impact of humanitarian response. Whether the cluster approach is activated or not, UNICEF plays a key role in both global and country-level interagency coordination for its areas of programmatic responsibility. As Cluster Lead Agency (CLA) for WASH, UNICEF is committed to fulfil the core functions defined by the IASC when the clusters are activated or when UNICEF is asked to support sectoral coordination.

Job organizational context: The WASH Specialist level 3 Nexus is based in the suboffice of Fort Dauphin and responsible for the implementation of interventions in the South of Madagascar, furthermore the Nexus specialist, matrix supervises the Emergency Officer NOC based in Antananarivo and functions as Cluster Coordinator for the WASH Cluster.

Purpose of the job: The WASH Specialist reports to the Chief of Field Office Fort Dauphin (Level 3) as administrative manager and Chief WASH for technical orientation (Level 4) for guidance and general supervision. The Specialist supports the development, preparation, management, implementation, monitoring and evaluation of the WASH programme within the Grand South with a special focus on linking humanitarian and development interventions and focus themes of the CPD 2024- 2028, of adolescents, and climate change. In their role as Cluster coordinator he/she will facilitate the processes that will ensure a well-coordinated, strategic, adequate, coherent, and effective response by participants in the Cluster that is accountable to those who are affected by emergency.. 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. Provide timely, comprehensive and current data to inform WASH policy and programme development, planning, management and implementation. Keep abreast of WASH sector development trends, for maximum efficiency and effectiveness in programme design, management and implementation.
- Participate in strategic WASH programme and cluster planning, response prioritization and the development of the sectoral response plan that is based on the HNO and aligned with national priorities, policies and plans. Ensure that the plans are regularly updated.
- Prepare WASH 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 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 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 with other UNICEF sectors, for the achievement of the WASH output results.
- Draft assigned sections of the annual work plan, in close cooperation with government and other counterparts.
- The post holder is responsible for providing predictable, timely and strategic leadership and representation for the WASH Cluster at national level to ensure a timely and effective response.
- Engage with OCHA and other Clusters/AoRs/Clusters/Sectors/Working groups to contribute to the development of the HRP, representing the concerns of the Cluster at national level

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

- Contribute to the planning and implementation of needs assessment and analysis, including contributing to multi-sectoral needs assessments and joint analysis of need, temporal gaps, overlaps and coverage of the Cluster
- Analyse needs assessment data and work collaboratively with the sub-national Cluster/

Sector/ Working Group partners to create analytical products, including an HNO based on evidence-based information

- Coordinate with the national Cluster/ Sector/ Working Group and the regional cluster, ensuring alignment of work and priorities, effective communication, reporting and engagement between the levels,
- Monitor, evaluate and report on the coverage, equity, quality and progress of the response against the Cluster strategy, priorities and agreed results, while adhering to IASC cluster approach principles

Participate in the annual cluster coordination performance monitoring (CCPM) exercise and annual review and contribute to other sectoral and humanitarian evaluations as appropriate.

- 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, Cluster members, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in WASH, to support programme implementation.
- Plan for use of technical experts from the Regional Office and HQ, as and where appropriate in the WASH programme, through remote support and on-site visits.
- Participate in WASH 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.
- Draft policy papers, briefs and other strategic materials for use by management, donors, UNICEF regional offices and headquarters.
- Be accountable to the affected population by establishing inclusive and consultative feedback mechanisms and encouraging the involvement of affected population in the response,
- Ensure the inclusion of cross cutting issues (age, child protection, disability, gender, gender-based violence (GBV) mitigation and response and HIV & AIDS) in sub-national Cluster/ Sector/ Working Group activities throughout the HPC,

- Encourage partners to demonstrate a positive and systematic approach to inclusion and diversity,
- Adhere to child safeguarding and PSEA policies including procedures for challenging and reporting incidents and ensure other members of the coordination team comply.
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2 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 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.

• Networking and partnership building

- Build and sustain close working partnerships with government counterparts and national stakeholders, sector stakeholders, local authorities and international organizations, other Clusters and Working Groups and affected populations as appropriate, through active sharing of information and knowledge to facilitate programme implementation and build capacity of stakeholders to achieve WASH output results.
- Build complementarity of partner actions within the WASH Cluster pro-actively negotiating with partners to avoid and resolve duplication and gaps,
- Coordinate, collaborate and represent the WASH Cluster with stakeholders across all sectors, including through inter-cluster coordination fora, developing cross-sectoral relationships as appropriate.
- Support partners' resource mobilization to promote the effective functioning of the WASH Cluster and its response,
- Monitor, analyse and communicate information about the WASH Cluster's financial situation and resource mobilization and identify appropriate actions to address gaps or constraints,
- Advocate for improved sectoral outcomes, network with advocacy allies and influence stakeholders' decision-making.
- Prepare 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.

• Innovation, knowledge management and capacity building

- Lead the development, implementation, monitoring and documentation of WASH action research and innovation (technical or systems).
- Prepare learning/knowledge products, covering innovative approaches and good practices, to support overall WASH sector development.
- Create and deliver learning opportunities for UNICEF WASH staff, to ensure our sector capacity remains up-to-date with latest developments.
- 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.
- Encourage participation of local and national actors in WASH Cluster activities and strategic decision-making, removing barriers to access,
- Contribute to the development of a capacity assessment and capacity strengthening strategy for Cluster members and oversee implementation and harmonization of initiatives,
- Lead early warning, anticipatory action, recovery, reconstruction and contingency planning, and emergency preparedness efforts for the WASH Cluster, ensuring adequate cluster participation in inter-cluster coordination and planning
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IV. Impact of Results

The support provided by the WASH specialist will enable the sub-offices in the South of Madagascar to achieve the WASH-related output results of the country programme. 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. The WASH Specialist Nexus that functions as Cluster Coordinator provides leadership and representation for the sub-national Cluster. This contributes to the predictability and accountability of humanitarian action, in line with the aims of the cluster approach and IASC principles, and ensures that the humanitarian response is well-coordinated, strategic, adequate, coherent, effective and builds the resilience of the affected population. It also contributes to maintaining and enhancing the credibility and ability of UNICEF to fulfil its commitments as Cluster Lead Agency, in line with the CCCs.

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

Core Values

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

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)

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

VI. Recruitment Qualifications

Education:	<p>An advanced university degree in one of the following fields is required: public health, social sciences, behavior change communication, sanitary 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.</p> <p>One year of deployment in a developing country is required.</p> <p>Experience in emergency contexts is an added advantage.</p> <p>Experience of working in the humanitarian coordination system is desirable.</p>
Language Requirements:	Advanced working capacity in French and English are required.

VII. Technical requirements

<ol style="list-style-type: none"> 1. Rural water supply for low- and middle-income countries - including water safety, sustainability 2. Rural and urban sanitation for low- and middle-income countries, incl sustainability; applying CATS principles 	<p>Expert knowledge of three components and basic knowledge of</p>
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<ol style="list-style-type: none"> 3. Handwashing with soap 4. WASH-in-Schools and Health Centres 5. Menstrual hygiene management 6. National government WASH policies, plans and strategies 7. Analysis of national budgets and expenditure for basic WASH, and related advocacy 8. Key process and features of the humanitarian programme cycle (HNO, HRP and CCPM), the humanitarian reform process and the transformative agenda, the Humanitarian-Development Nexus and the Grand Bargain Commitments, 9. IASC Reference Module for Cluster Coordination at Country Level (2015), 10. Core Commitments for Children in Humanitarian Action, (2010), UNICEF, 11. 	three components
<ol style="list-style-type: none"> 1. Humanitarian WASH - preparedness 2. Humanitarian WASH - response and recovery 	knowledge of both components
<ol style="list-style-type: none"> 1. Humanitarian WASH – coordination of the response 	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