## TERMS OF REFERENCE – WASH Officer

## Temporary Appointment

## Background

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| **Purpose** | Support the detailed planning, implementation and monitoring of USAID/UNICEF WASH projects in Red Sea and Gedarif states with focus on Agig and Al-Galabat Al-Gharbia. |
| **Proposed level** | NOB |
| **Job Classification Level** | TA |
| **Location** | Kassala |
| **Duration** | Up to 31 December 2023 |
| **Start Date** | As soon as possible |
| **Reporting to** | WASH Officer, Kassala State |

UNICEF WASH is currently implementing a three years USD 10 million three years USAID grant which targeting **“Achieving universal access to sustainable basic water supply and eradication of open defecation in Agig locality of Red Sea state and Al-Galabat Al-Gharbia locality of Gedarif state”.**

The main objective of the project is to “Increase and sustain use of gender sensitive and climate change friendly basic water and adequate sanitation services and hygienic practices for Agig and Al-Galabat Al-Gharbia localities of Red Sea and Gedarif states and strengthen WASH Sector capacity and social and environmental sustainability safeguarding”

In order to realize the project major targets of achieving universal access to basic water and eradicate OD for the whole two localities in terms of quantity, quality and time frame, a dedicated WASH HR capacity is needed to base at Kassala (midway between Red Sea and Gedarif stats) to ensure direct support for the project detailed, planning, implementation and monitoring. **Based on that, one qualified experienced national WASH officer (NOB) is needed to be recruited.**

## Purpose

Under the guidance and supervision of WASH Officer Kassala FO, the WASH officer will support the detailed planning, implementation and monitoring of USAID/UNICEF WASH projects in Red Sea and Gedarif states with focus on Agig and Al-Galabat Al-Gharbia.

**Duties and Responsibilities:**

The recruited WASH officer will support the WASH team in the detailed planning, implementation, monitoring and reporting of the following UNICEF/USAID related interventions**:**

**A. Baseline and evidence generation:**

* Conduct baseline and end-line Knowledge Attitudes and Practices (KAP) and progress surveys to measure the project baseline and achievements.
* Collaborate with USAID and its relevant implementing partners to collect supplementary data and conduct formative research to identify barriers and opportunities for sustained uptake of sanitation and hygiene practices.

**Expected deliverables/results:**

* Baseline KAP survey and in-depth analysis, which will be used to design a tailored hygiene and sanitation promotion strategy, implementation planning and measure progress against set targets periodically.
* At the end of the project, end-line KAP and progress survey report available to measure the project achievements.
* At least four knowledge management (KM) products to be produced based on the lessons learnt and evidence generated
* Study reports on Integrated Water Resources Management (IWRM) and Environmental and Social Safeguarding (ESS) for all major infrastructure projects.

**B. Improving access to adequate sanitation and hygiene, :**

* Based on the findings of the baseline KAP, in-depth analysis will be followed to come up with detailed implement plan for hygiene and sanitation part of the intervention.
* Conduct a kick-off workshop on the CLTS and Market-based Sanitation approach in collaboration with UNICEF/HQ and USAID partners as relevant.
* Rollout of Community Led Total Sanitation (CLTS) with areawide approach to cover the target two localities with the aim of making the areas open defecation free (ODF) and increased adoption of basic level household latrine facilities. Sanitation marketing will be part of the approach deployed.
* Work with Micro Finance Institutions (MFI) and/or local credit unions to facilitate option of sanitation financing mechanisms i.e. loan for uptake of improved sanitation products, provision of revolving funds, as well as creation/training of women saving and revolving fund in ODF communities.
* Engage industry (such as LIXIL, to produce cost effective water closets (WCs), in partnership with the local plastic industry companies resulting in availability of affordable sanitation product options.
* Wide reach out of communities/schools and health care facilities with Social, Behavioural Change Communication (SBCC) to reinforce and sustain the social norm shift towards healthy behaviour and practice on safe water, sanitation and hygiene (handwashing with soap).

**Expected deliverables/results:**

* Two localities certified as ODF.
* Over 20% increase against the baseline in number of households having handwashing stations closer to the toilets and using them in the target localities.
* Two-fold increase in the number of people using basic sanitation.

**C. Improving access to basic water supply:**

* Conduct a catchment area study covering water resources assessment, including the monitoring of groundwater, water budgeting/balance, and identification of potential water supply options to mitigate the effects of climate change.
* Construct surface/subsurface retention structures to maximize surface water storage and groundwater recharge in selected areas based on catchment area study results.
* Construction/rehabilitation of the water points to increase access to basic level water supply in the target communities.
* Apply innovative, cost effective and scalable water supply models (eg solar powered schemes, water harvesting options) that can improve functionality and sustainability of services.
* Engage private sector beyond contractual goods/service delivery with a focus on capacity building, partnership and skill development leading to active participation/contribution in WASH sector. Enhanced role of private sector in water supply management such as delegated O&M, cooperative systems.

**Expected deliverables/results:**

* Improvement of water security in the context of climate change effects in Agig locality of Red Sea state and Al-Galabat Al-Gharbia locality of Gedarif state, by ensuring sustainable basic water storage and water supply coverage to a total of 91,000 people.

**D. Strengthening WASH Sector Capacity to Achieving and Sustaining WASH Services for All**:

* Establishment of Red Sea and Gedarif States WASH Sector overall development and humanitarian coordination forums.
* Strengthening WASH sector institutional capacity at State and Locality levels, in terms of structures, HR, equipment, and logistical means subjected to the policy environment and any restrictions on the provision of explicit support to local governments.
* Updating Red Sea and Gedarif states, and development of Agig and Al-Galabat Al-Gharbia localities SDG6-1, 2 and 5 plans using a full participatory approach.
* Establish a locality level monitoring and IMS and strengthen the State system.
* Building State and Locality governmental, non-governmental stakeholders’ capacity in planning, management, and monitoring of WASH services, IWRM and climate change.
* Empower target communities to manage their WASH services with focus on women and girls' active participation in the community structures and management/decision-making process.

**Expected deliverables/results:**

* Improvement of Red Sea and Gedarif States WASH Sector overall coordination mechanism to guide, harmonize, and optimize WASH sector planning, implementation, monitoring, and resource mobilization.
* WASH sector institutional capacity at state and Locality levels strengthened for sound WASH sector planning, management and monitoring.
* Red Sea and Gedarif states SDG6 plans updated and Agig and Al-Galabat Al-Gharbia localities SDG6 plans developed to guide achieving and sustaining the SDG6.
* Evidence-based monitoring and IMS at state and Locality levels established and maintained for effective monitoring of access to basic/safely managed WASH services.
* Red Sea and Gedarif States and Agig and Al-Galabat Al-Gharbia governmental, non-governmental stakeholder’s capacity empowered for sound planning, implementation, management and monitoring of WASH services, IWRM and climate change.
* Targeted communities’ sense of ownership and capacity enhanced - with a focus on women and girls’ active participation in management and decision role in WASH facilities administration.

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

**Academic Requirements:**

## A Bachelor’s degree in one of the following fields is required: Hydrogeology, civil engineering, sanitary engineering, or public Health.

* Advanced degree in one of the above-mentioned disciplines will be considered as an asset.

## Experience/skills:

* A minimum of **two years** of professional experience in WASH-related programmes for developing countries is required, management and implementation experience in the field of water, sanitation, and hygiene. Integrated Water Resources Management (IWRM) experiences will be considered as asset.
* Knowledge of the latest developments and technology in low-cost water, sanitation, hygiene promotion, and capacity building.
* Relevant experience in Red Sea and/or Gedarif states and previous successful experience with UNICEF WASH will be considered as assets.
* Ability to work well under pressure, attention to detail, teamworking skills, organization and time management, interpersonal and communication skills, management, and leadership skills.
* **Languages:**  Fluency in *English* and *Arabic* is required.

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| **VII. Technical requirements** |
| 1. Rural water supply for low- and middle-income countries - including water safety, sustainability
2. Rural sanitation for low- and middle-income countries, including sustainability; applying CLTS principles
3. Urban sanitation for low- and middle-income countries, including sustainability
4. Handwashing with soap
5. WASH-in-Schools and Health Centres
6. Menstrual hygiene management
 | Basic knowledge  |
| 1. Programme/project management
2. Capacity development
3. Knowledge management
4. Monitoring and evaluation
 | Basic knowledge  |
| 1. Human rights and WASH
2. Gender equality and WASH
 | Basic knowledge |

## UNICEF Values and Competency Required (based on the updated Framework)

1. **Core Values**
* Care
* Respect
* Integrity
* Trust
* Accountability
1. **Core Competencies**
* 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)

## Duty Station and Travel:

Kassala with frequent travel to Red Sea and Gedarif states.