



UNITED NATIONS CHILDREN'S FUND JOB PROFILE

I. Post Information

Job Title: **WASH Specialist (Resilience)**
 Supervisor Title/ Level: **Chief WASH & CEE (Level 4)**
 Organizational Unit: **WASH**
 Post Location: **HARARE, ZIMBABWE**

Job Level: **NO 3**
 Job Profile No.: 68709
 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.

Job organizational context: The WASH Programme is a **major** component of the UNICEF Zimbabwe Country Programme. The WASH Specialist (Resilience) reports to the Chief WASH & CEE who is at Level 4.

Purpose of the job: The WASH Specialist (Resilience) reports to the Chief WASH & CEE (Level 4) for guidance and general supervision. The Specialist supports the development, preparation, management, implementation, monitoring and evaluation of the WASH programme within the country programme. 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 CR - 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 Climate Resilient WASH sector development trends, for maximum efficiency and effectiveness in programme design, management, and implementation.
- Participate in strategic WASH programme planning discussions. 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 and CEE 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/CEE 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.

2 Programme management, monitoring and delivery of results

- With other external support agencies, strengthen national government WASH sector monitoring systems, with a focus on WASH outcomes (behaviors), using bottleneck analysis tools available in the sector (WASH-BAT, CSOs, SDAs).
- 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.
- 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, to support programme implementation, climate-proofing and sustainability of water supply systems, including sanitation and hygiene infrastructure.
- 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.

4 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.
- Contribute to building post-response resilience and sustainable monitoring of functionality of water supply, sanitation and hygiene infrastructure, including establishing institutional support for the structures for the management of operation and maintenance.

5 Networking and partnership building

- 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/CEE output results.
- Prepare materials for WASH/CEE 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/CEE action research and innovation (technical or systems).
- Prepare learning/knowledge products, covering innovative approaches and good practices, to support overall WASH sector development, including in the CEE space.

- 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.

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

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies

- 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)

Functional Competencies

- Analyzing (3)
- Applying technical expertise (3)
- Deciding and Initiating action (2)

VI. Recruitment Qualifications

Education:

An advanced university degree* in one of the following fields is

	<p>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> <p><i>*A first University Degree in a relevant field combined with 8 years of professional experience may be accepted in lieu of an Advanced University Degree.</i></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>HUMANITARIAN: At least one three-month deployment mission in a humanitarian situation (with UN-Govt-INGO) is required.</p>
Language Requirements:	Fluency in English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.

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 sanitation for low- and middle-income countries, incl sustainability; applying CATS principles 3. Urban sanitation for low- and middle-income countries, incl sustainability 4. Handwashing with soap 5. WASH-in-Schools and Health Centres 6. Menstrual hygiene management 7. National government WASH policies, plans and strategies 8. Analysis of national budgets and expenditure for basic WASH, and related advocacy 	Expert knowledge of three components and basic knowledge of three 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

VII. Child Safeguarding Risk Assessment	
Is this position considered as 'elevated risk role' from a child safeguarding perspective?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, check all that apply
Direct contact role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediate physical proximity, with limited supervision by a more senior member of personnel.
Child data role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (names, national ID, location data, photos).
Assessed Risk Role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If yes please indicate the number of hours/months of direct engagement with particularly vulnerable children
Safeguarding response role	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No



