



**UNITED NATIONS CHILDREN'S FUND  
GENERIC JOB PROFILE**

**I. Post Information**

Job Title: **WASH Specialist (Adolescents)**  
Supervisor Title/ Level: **Chief of WASH  
Section**  
Organizational Unit: **WASH and CC**  
Post Location: **Antananarivo, Madagascar**

Job Level: **Level 3 TA**  
Job Profile No.:  
CCOG Code: **1A08**  
Functional Code: **COM**  
Job Classification Level:

**II. Organizational context and purpose for the job**

UNICEF's strategic focus on adolescents, and especially girls, within the Water, Sanitation, and Hygiene (WASH) sector aligns with its broader goals to empower young people as agents of change, as highlighted in the UNICEF Strategic Plan 2022–2025. The Global Communication and Advocacy Strategy 2019–2021 underscores the necessity of involving young people in developing solutions and promoting meaningful engagement opportunities. Strategic shifts in WASH include making programs climate-resilient, aiming for universal sanitation and hygiene access, scaling up WASH in schools and healthcare facilities, linking emergency needs with sustainable solutions, and strengthening enabling environments. Goal Area 4 of the Strategic Plan emphasizes equitable access to WASH services, system strengthening for gender-equal and sustainable services, and climate-responsive programming, particularly benefiting disadvantaged and fragile communities. By focusing on these areas, UNICEF aims to ensure that adolescent girls have access to safe water and sanitation, recognizing their critical role in driving progress towards the Sustainable Development Goals (SDGs).

**Organizational context**

The Adolescent Girls in WASH and Institutions Specialist is reporting to the Chief of the WASH section. The Specialist will lead the revision of the WASH program, incorporating a gender transformative approach and addressing adolescent needs and roles, while assisting with JMP data collection and dissemination, engaging partners, developing a strategic vision and fundraising plan, and driving initiatives on menstrual health management and sexual and reproductive health and rights.

**Purpose of the job:**

This role will strengthen the capacity of the WASH section in the Madagascar country office to develop, implement and monitor effective and engaging advocacy campaigns involving young people with a gender transformative lense. Under the leadership of the Chief of the WASH section the role will be responsible for supporting the development and implementation of youth advocacy campaign strategies; identifying partnership opportunities; developing and disseminating campaign content; monitoring and reporting on campaign results; advising on ways to grow UNICEF's advocacy and youth engagement; and providing creative engagement

opportunities and reaching new audiences through partnerships for WASH. The WASH Specialist will also be in charge of WASH activities in Institutions (schools and health centers) from data collection and analysis to project management and fundraising.

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

#### **1. Summary of Key Functions/Accountabilities:**

2. Youth Engagement strategy development and implementation
3. Programme development and planning
4. Youth Communication content development
5. Programme management, monitoring, and delivery of results
6. Technical and operational support for programme implementation
7. Humanitarian WASH preparedness and response
8. Networking and partnership building
9. Innovation, knowledge management, and capacity building
10. Safeguarding and participation
11. Project and budget management
12. Stakeholder engagement

#### **Roles and Responsibilities:**

As an Adolescent Girls Specialist in WASH and Institutions, this staff member will drive transformative change by actively engaging youth in WASH initiatives, advocating for their rights, and fostering their inclusion in decision-making processes. They will mobilize young people to amplify their voices in support of children's rights, promote adolescent inclusion in WASH programming, and prioritize adolescent needs in emergency response efforts, thus advancing sustainable and equitable access to WASH services in institutions.

#### **1. Youth Engagement Strategy Development and Implementation:**

Develop and implement robust youth engagement strategies with SMART outcomes and compelling calls to action; including social marketing and choice architecture.

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- Conduct political, economic, and cultural trend analysis, audience analysis, and market research to identify opportunities and challenges.
- Propose innovative approaches as part of the strategy development process.

#### **2. Programme Development and Planning:**

- Draft WASH inputs for the situation analysis, focusing on WASH in Institutions and adolescent inclusion.
- Provide data to inform WASH policy and programme development, planning, management, and implementation.
- Participate in strategic WASH programme planning discussions and prepare donor proposals aligned with UNICEF's strategic plans and government priorities.
- Formulate WASH outcome and output results, related indicators, baselines, and targets using mWater as the data management tool.
- Collaborate with colleagues and partners to discuss strategies and methodologies for achieving WASH output results.

#### **3. Youth, adolescents and Children Engagement and sensitivity:**

- Design and implement effective communication plans to mobilize young people for the promotion of cvchildren's rights causes.

- Provide technical guidance on content moderation, community management, and content creation for youth-focused digital platforms.
- Establish/strengthen child and youth-friendly feedback mechanisms for in and out-of-school youth and children to engage them in the provision of quality services

#### **4. Programme Management, Monitoring, and Delivery of Results:**

- Strengthen national government WASH sector monitoring systems for institutions, harmonizing data collection tools at the national level, paying particular attention to JMP monitoring and reporting.
- Strengthen community-level mechanisms to ensure youth and children's participation in tracking processes and indicators of change
- Participate in monitoring and evaluation exercises, programme reviews, and annual sectoral reviews with government and counterparts.
- Prepare and assess monitoring and evaluation reports to identify programme strengths and weaknesses, document lessons learned, and prepare progress reports for management, donors, and partners.

#### **5. Technical and Operational Support for Programme Implementation:**

- Monitor UNICEF-supported activities through field visits, surveys, and partner exchanges to assess progress and resolve issues.
- Provide technical support to government counterparts, NGO partners, UN system partners, and donors on UNICEF policies and best practices, especially for adolescent inclusion in WASH programming.
- Draft policy papers, briefs, and strategic materials for use by management, donors, and UNICEF regional offices and headquarters.

#### **6. Humanitarian WASH Preparedness, Response, Recovery, and Reconstruction:**

- Assist with requisitions for supplies and services to ensure preparedness for WASH commitments in emergencies, focusing on institutions and adolescent inclusion.
- Provide support to the cluster in designing preparedness, response, and recovery plans that include adolescent and children's considerations and sensitivity.
- Support partners in ensuring effective implementation of the humanitarian-development nexus; including integrated peace-building initiatives with a special focus on children, adolescents, and youth

#### **7. Networking and Partnership Building:**

- Build and sustain partnerships with government counterparts and national stakeholders to facilitate programme implementation and improve access to WASH services in institutions.
- Prepare advocacy materials to promote awareness, establish partnerships, and support fund-raising for WASH in Institutions and adolescent WASH programmes.
- Participate in inter-agency discussions to ensure UNICEF's priorities are integrated in UNDAF development planning and agenda setting.
- Mobilize partners to ensure systemic inclusion of feedback from youth, adolescents, and children.

#### **8. Innovation, Knowledge Management, and Capacity Building:**

- Lead the development, implementation, monitoring, and documentation of WASH action research and innovations (including human-centered innovations) focused on climate change adaptability.

- Prepare knowledge products covering innovative approaches and good practices to support WASH sector development.
- Create and deliver learning opportunities for UNICEF WASH staff to maintain sector capacity up-to-date with latest developments around WASH in Institutions (WASH FIT, Ami de WASH, JMP) and adolescent WASH.
- Conduct capacity gap analyses and design initiatives to strengthen capacities systematically.
- Act as a resource person in capacity-building initiatives for clients and stakeholders.

**9. Safeguarding and Participation:**

- Ensure adherence to child/youth participation and safeguarding principles in all campaigns, communication products, and platforms.

**10. Project and Budget Management:**

- Coordinate day-to-day delivery of key projects and workstreams, ensuring progress and addressing obstacles.
- Ensure the effective and transparent use of budgets and resources.

**11. Stakeholder Engagement:**

- Identify, build, and maintain formal and informal partnerships and networks through proactive collaboration with internal and external partners.
- Conduct stakeholder mappings to identify relevant partners for potential collaboration with UNICEF.
- Prepare partnership materials and briefs, supporting partnership management and communication.

**Others:**

- Undertake other key responsibilities as required.

**CHILD SAFEGUARDING**

Child safeguarding involves proactive measures to limit direct and indirect collateral risks of harm to children, arising from UNICEF’s work, UNICEF personnel or UNICEF associates. The risks may include those associated with: physical violence (including corporal punishment); sexual violence, exploitation or abuse; emotional and verbal abuse; economic exploitation; failure to provide for physical or psychological safety; neglect of physical, emotional or psychological needs; harmful cultural practices; and privacy violations.

Certain UNICEF positions present elevated child safeguarding risks (“elevated risk roles”) and candidates and/or incumbents may be subject to more rigorous vetting and training. Roles may be elevated risk roles because of significant unsupervised direct contact with children, their data, having a role in responding to safeguarding incidents, or being otherwise assessed as presenting an elevated risk. This position has been identified as a child data role with no direct contact.

*Note: To appropriately categorize this position, please refer to the [Guidance on Identifying & Assessing Elevated Risk Roles](#) for this job profile and remove non-applicable description in the highlighted area above.*

## IV. Impact of Results

- The four key impacts of results driven by the Adolescent Girls Specialist in WASH and institutions include:
- **Youth Empowerment and Advocacy:** By actively engaging young people in WASH initiatives and advocating for their rights, the specialist empowers youth to become agents of change within their communities. Through meaningful participation and involvement in decision-making processes, youth are empowered to advocate for improved WASH services and policies, leading to sustainable change.
- **Inclusive WASH Programming:** The specialist ensures the inclusion of adolescents in WASH programming, addressing their specific needs and challenges. By prioritizing adolescent perspectives and experiences, WASH interventions become more inclusive and responsive, ultimately leading to improved access to WASH services for vulnerable populations.
- **WASH in Institutions:** The support provided by the WASH specialist will enable the country office to achieve the WASH-related output results of the country program with a specific focus on improving access to WASH in schools and health centers in Madagascar through national monitoring and fundraising.
- **Resilient Emergency Response:** Through effective humanitarian WASH preparedness and response, the specialist ensures that adolescent needs are prioritized and integrated into emergency interventions. By considering the unique vulnerabilities and requirements of adolescents during crises, the specialist contributes to building more resilient communities and institutions, better equipped to withstand and recover from emergencies.

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

### Core Values

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

### 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)

<b>VI. Recruitment Qualifications</b>	
Education:	<p>Advanced University degree in Communications, Marketing, Journalism, International Relations, International Development, social science, economic science, gender studies, sustainable development, or another related field.</p> <p>* A first level university degree with an additional two years of experience may be accepted in lieu of the advanced university degree.</p>
Experience:	<p>At least five (5) years of progressively responsible and relevant professional work experience in integrating youth and gender considerations into different thematics is required. Prior work on WASH related thematics is desired, including MHM, SRHR and WASH in Institutions.</p> <p>Experience in leading the development and implementation of youth engagement strategies, with specific, measurable and timebound objectives and performance indicators.</p> <p>Experience in building and maintaining a network of stakeholders, and in working with coalitions.</p> <p>Strong communicator with emphasis on being able to present complex policy ideas in succinct, engaging ways.</p> <p>Demonstrated experience in design and management of projects, including budget management and monitoring and evaluation of results.</p> <p>Knowledge of children's rights, public policy, international development and humanitarian issues.</p> <p>Knowledge of child safeguarding and ethics of working with children and youth.</p> <p>Experience in advocacy at the international level is an asset.</p> <p>Experience in training and facilitation is an asset.</p> <p>Experience working in a developing and emergency environment is an asset.</p>
Language Requirements:	Professional working capacity in English and in French.

Prepared by: Fredrik Asplund. Chief WASH Date: 13 June 2024	Signature 
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