



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

### I. Post Information

Job Title: **WASH Specialist**  
 Supervisor Title/ Level: **Programme Manager,  
 Pemba, Cabo Delgado**  
 Organizational Unit: **Programme**  
 Post Location: **Pemba, Mozambique**

Job Level: **Level 3**  
 Job Profile No.:  
 CCOG Code: **xxx**  
 Functional Code: **WSH**  
 Job Classification Level: **IP 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.

The WASH Specialist will be based in Cabo Delgado Province. This province has been affected by armed conflict between non-state armed groups and governmental armed forces since 2017. The conflict — combined with the residual effects of recent climatic shocks over the past few years, as well as cholera outbreaks of other communicable diseases—, has caused significant humanitarian needs that add to the low level of development of the province in all sectors. To respond to this situation, new initiatives and strategies have been developed - such as the Estratégia de Resiliência e Desenvolvimento Integrado para o Norte de Moçambique (ERDIN), promoted by the Government of Mozambique, and the Northern Crisis Recovery Project (NCRP), funded by World Bank - and many traditional and new partners have started operation in the provinces.

**Purpose of the job:** In this context, the WASH Specialist, who will report to the Programme Manager (P4) and received technical guidance from the Chief WASH/CEED section (P5), will support the office in leading the development, preparation, management, implementation, monitoring and evaluation of the WASH programme (humanitarian and development) in Cabo Delgado. The manager will provide technical guidance and management support throughout the programming processes, to ensure the achievement of all WASH-related outputs in the province.

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

#### Summary of key functions/accountabilities:

1. **Management support to the Chief of WASH, with focus on humanitarian, nexus, and resilient WASH.**
2. **Programme development and planning, with focus on humanitarian, nexus, and resilient WASH.**
3. **Programme management, monitoring and delivery of results, humanitarian, nexus, and resilient WASH.**
4. **Advisory services and technical support, humanitarian, nexus, and resilient WASH.**
5. **Advocacy, networking and partnership building, humanitarian, nexus, and resilient WASH.**
6. **Humanitarian WASH preparedness and response**
7. **Innovation, knowledge management and capacity building, humanitarian, nexus, and resilient WASH.**

#### 1. Management support to the Chief of Field Office and the Chief of WASH/CEED Section

- Advise the Chief of Field Office and the Programme Manager in Cabo Delgado, as well as the Chief of the WASH/CEED Section on establishing the annual work plan and annual workplan outputs, activities, and developmental priorities of WASH section staff, determining priorities and performance measurements, particularly for Cabo Delgado. Monitor workplan implementation, to ensure that results for all component of the WASH programme are achieved. Report critical issues to the Programme Manager and the Chief of WASH/CEED Section for timely action.
- Manage and provide technical advice to WASH section staff on all aspects of programming and implementation in Cabo Delgado.

#### 2. Programme development and planning

- Lead WASH situation analysis, particularly for Cabo Delgado. Provide comprehensive and current data to inform WASH policy and programme development, planning, management, and implementation. Keep abreast of WASH sector developments, for maximum efficiency and effectiveness in WASH programme design, management, and implementation.
- Work collaboratively with colleagues and partners to discuss national and provincial WASH priorities, resources, strategies, and methodologies to ensure the most strategic use of the collective resources of external support agencies.
- Participate in strategic WASH programme planning discussions and the formulation of the WASH outcome and output results, related indicators, baselines, targets and means of verification, ensuring alignment with the 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 WASH external support agencies.
- Prepare WASH donor proposals, ensuring alignment with the WASH output results in the country programme, especially related with humanitarian, but also nexus and development WASH.

#### 3 Programme management, monitoring and delivery of results

- Draft documentation for programme reviews and analytical statements on progress and constraints of WASH outcome and output results.

- Provide technical and operational support throughout all stages of programming processes for the achievement of the WASH output results. Ensure effective collaboration with other UNICEF sectors, where needed.
- With other external support agencies, analyze provincial government WASH sector programmes and projects, 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 partners and prepare reports for the Chief of WASH/CSD and CO management.
- Monitor, report and certify 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 issues to the Chief of WASH/CSD, for timely resolution.
- Prepare sectoral progress reports for management, donors, and partners.

#### **4 Advisory services and technical support**

- Participate in strategic discussions to influence national WASH policies and strategies, including the reduction of inequalities, contributing global sector learning.
- Advise senior officials in government, NGOs, UN agencies and WASH sector donor agencies on WASH policies, strategies, and best practices.
- Draft policy papers, briefs, and other strategic materials for use by management, donors, UNICEF regional offices and headquarters.
- Plan for the 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.

#### **5 Advocacy, networking, and partnership building**

- Build and strengthen strategic partnerships with government counterparts, UN agencies, donor agencies, WASH institutions, NGOs, research institutes and the private sector to stimulate coordination and collaboration.
- Support analysis of national budgets for WASH, cost analysis and value-for-money studies, to advocate for improvements in sector efficiency.
- Produce 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 planning and agenda setting.
- Interact with global and regional initiatives and partnerships for WASH.

#### **6 Humanitarian WASH preparedness and response**

- In coordination with the WASH in Emergency Specialist based in Maputo, manage all aspects of UNICEF's preparedness for WASH in emergencies in Cabo Delgado.
- Ensure the coordination arrangements for humanitarian WASH are in place and UNICEF actively participates in WASH Cluster coordination mechanism.

- Ensure that all UNICEF WASH staff are familiar with UNICEF's procedures for responding in an emergency.
- Take up leadership/managerial role in an emergency response and early recovery, as and when the need arises.

## 7 Innovation, knowledge management and capacity building

- Manage the implementation, monitoring and documentation of WASH action research and innovation (technical or systems), ensuring rigorous monitoring and wide sharing of results.
- Prepare learning/knowledge products, covering innovative approaches and good practices, to support overall WASH sector development.
- Support the professional development of UNICEF WASH staff, to ensure our sector capacity remains up to date with latest developments.
- Initiate and contribute to the systematic assessment of WASH sector capacity gap analysis, in collaboration with government and other stakeholders, and support the design of initiatives 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 (level 3) will enable the country office to achieve the WASH-related output results of the country programme, including humanitarian WASH. 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

- Commitment
- Diversity and inclusion
- Integrity

### Core competencies

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

### Functional Competencies:

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

## VI. Recruitment Qualifications

Education:	An advanced university degree in one of the following fields is required: public health, social sciences, behavior change communication, engineering or another relevant technical field.  Additional relevant post-graduate courses that complement/supplement the main degree are required.
Experience:	A minimum of five years of professional experience in WASH-related programmes for developing countries is required. Direct experience in the management of humanitarian WASH programmes required. Experience and knowledge of the WASH cluster system preferred.  Minimum of three years of deployment in a developing country is required.
Language Requirements:	Fluency in English is required. Knowledge of Portuguese, Spanish, Italian or another Latin Language is considered as an asset.

### VII. Technical requirements

<ol style="list-style-type: none"> <li>1. Rural and urban water supply for low- and middle-income countries - including water safety and sustainability.</li> <li>2. Rural and urban sanitation for low- and middle-income countries, incl sustainability, CLTS and market-based approaches.</li> <li>3. Handwashing with soap.</li> <li>4. WASH in schools and health centres.</li> <li>5. Menstrual hygiene management.</li> <li>6. National government WASH policies, plans and strategies.</li> </ol>	Expert knowledge of three components and basic knowledge of five components
<ol style="list-style-type: none"> <li>1. Humanitarian WASH - preparedness</li> <li>2. Humanitarian WASH - response and recovery (nexus)</li> <li>3. Resilient WASH including Climate Change</li> </ol>	Expert knowledge of all components
<ol style="list-style-type: none"> <li>1. Humanitarian WASH – coordinating the response.</li> <li>2. WASH Sector Wide Coordination</li> </ol>	In-depth knowledge of concept and UNICEF role
<ol style="list-style-type: none"> <li>3. Programme/project management</li> <li>4. Capacity development</li> <li>5. Knowledge management</li> <li>6. Monitoring and evaluation</li> </ol>	Expert knowledge of two components and basic knowledge of the other two components
<ol style="list-style-type: none"> <li>1. Human rights and WASH</li> <li>2. Gender equality and WASH</li> </ol>	In-depth knowledge