



## UNITED NATIONS CHILDREN'S FUND (SPECIFIC) JOB PROFILE

### I. Post Information

<p>Case number: <b>116735</b>          Job Title: <b>WASH Specialist (WASH Cluster Coordinator)</b>          Supervisor Title/ Level: <b>Chief WASH (Level 4)</b>          Organizational Unit: <b>Programme</b>          Post Location: <b>Ouagadougou, Burkina Faso</b></p>	<p>Job Level: <b>Level 3</b>          Job Profile No.:          CCOG Code:          Functional Code:          Job Classification Level: <b>Level 3</b></p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------

### 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.

**Purpose of the job:**

On behalf of the Humanitarian Coordinator and UNICEF and in collaboration with the State Authorities, the main purpose of the Water, Sanitation and Hygiene (WASH) Cluster Coordinator post is to provide leadership and facilitate the processes that will ensure a well-coordinated, coherent, strategic and effective WASH response in Burkina Faso by a mobilized and adequately resourced groups of agencies, organizations, NGOs, local communities etc. Further, given the continued protracted humanitarian situation in Burkina Faso, this position will support government lead WASH sector coordination, while linking and transitioning humanitarian interventions to longer-term development strategies, which will contribute to national strategic goals and priorities with due attention to disaster risk reduction and emergency preparedness and response.

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

#### Summary of key functions/accountabilities:

1. **Coordination with national/local authorities, State Institutions, local civil society and other actors**
2. **Inclusion of key humanitarian partners**
3. **Establishment and maintenance of appropriate humanitarian mechanisms**
4. **Participatory, conflict sensitive and community-based approaches**
5. **Attention to priority cross-cutting issues**
6. **Needs assessment and analysis**
7. **Emergency preparedness**
8. **Planning and strategy development**
9. **Application of standards**
10. **Monitoring and reporting**
11. **Advocacy and resource mobilization**
12. **Training and capacity building**
13. **Provision of assistance or services as a last resort**

#### 1. **Coordination with national/local authorities, State Institutions, local civil society and other actors**

- Support government lead WASH Sector coordination, while linking transitioning interventions to longer-term development strategies
- Support government in coordinating disaster risk reduction and emergency preparedness and response
- Ensure that WASH humanitarian responses build on local capacities
- Ensure appropriate links with national and local authorities, state institutions, local civil society and other relevant actors and ensure appropriate coordination and information exchange with them.

#### 2. **Inclusion of key humanitarian partners**

- Ensure inclusion of key WASH humanitarian partners in a way that respects their mandates and programme priorities
- Act as focal point for inquiries on the WASH cluster's/sector response plans and operations

#### 3. **Establishment and maintenance of appropriate humanitarian mechanisms**

- Ensure appropriate coordination between all WASH humanitarian partners (national and international NGOs, the International Red Cross/Red Crescent Movement, etc...) through establishment / maintenance of appropriate WASH Cluster/Sector coordination mechanisms, including working groups at the national level supporting government leadership
- Ensure effective sub-cluster coordination at the sub-national relevant government leadership
- Secure commitments for WASH humanitarian partners in responding to needs and filling gaps, ensuring an appropriate distribution of responsibilities within the WASH group, with clearly defined focal points for specific issues where necessary
- Ensure the complementarity of different WASH humanitarian actors' action

- Promote WASH emergency response actions while at the same time considering WASH within early recovery planning as well as prevention and risk reduction concerns
- Ensure effective links with other Cluster/Sector groups
- Ensure that WASH coordination mechanisms are adapted over time to reflect the capacities of local actors and the engagement of development partners
- Represent the interest of the WASH Cluster/Sector in discussions with the Humanitarian Coordinator and other stakeholders on prioritization, resource mobilization and advocacy
- Maintain information on all current and potential WASH partners, their capacities and areas of work (including Who, What, Where and by When).

#### **4. Participatory, conflict sensitive and community-based approaches**

- Ensure utilization of participatory and community-based approaches in WASH related assessments, analysis, planning, monitoring and response
- Ensure all aspects of WASH cluster functioning, from strategy development, coordination, programming to monitoring and evaluation takes into account a conflict sensitive approach based on upload analysis of local dynamics

#### **5. Attention to priority cross-cutting issues**

- Ensure integration of agreed priority cross-cutting issues in WASH assessments, analysis, planning, monitoring and response (e.g age, diversity, environment, gender, HIV-AIDS and human rights)

#### **6. Needs assessment and analysis**

- Ensure effective and coherent WASH assessment and analysis, involving all relevant partners and demonstrating conflict sensitivity

#### **7. Emergency preparedness**

- Ensure adequate WASH related contingency planning and preparedness for potential significant changes in the nature of the emergency including through government engagement and leadership

#### **8. Planning and strategy development**

Ensure predictable WASH action within:

- WASH assessment and analysis; development (adaptation of generic standards) of standard assessment formats
- Identification of gaps in the fields of WASH and conceptualize how sectoral needs can be met through collective delivery
- Developing / updating agreed WASH response strategies and action plans and ensuring that these are adequately reflected in the overall country strategies, such as the Common Humanitarian Action Plan (CHAP) an integral component of the CAP process
- Drawing lessons learned from past WASH activities and revising strategies and action plans accordingly
- Developing an exit, or transition, strategy for the WASH interventions and key

cluster/sector partners
<p><b>9. Application of standards</b></p> <ul style="list-style-type: none"> <li>• Ensure that WASH cluster/sector participants are aware of relevant policy guidelines, technical standards and relevant commitments that the Government/concerned authorities have undertaken under international human rights law</li> <li>• Ensure that WASH responses are in line with existing policy guidance, technical standards and relevant Government human rights legal obligations</li> <li>• Ensure WASH standards include the latest learning and knowledge on conflict sensitive programming</li> </ul>
<p><b>10. Monitoring and reporting</b></p> <ul style="list-style-type: none"> <li>• Ensure adequate monitoring mechanisms are in place (with OCHA support) to review impact of WASH interventions and progress against implementation plans. This specifically needs to include an analytical interpretation of best available information in order to benchmark progress of the emergency response over time. That is monitoring (quantity, quality, coverage, continuity and cost. Target population data including desegregation by sex, age, etc...) of service delivery which are derived from working towards meeting previously defined standards</li> <li>• Ensure adequate WASH impact reporting and effective information sharing (with OCHA support) to demonstrate the closing of gaps.</li> </ul>
<p><b>11. Advocacy and resource mobilization</b></p> <ul style="list-style-type: none"> <li>• Identify core WASH advocacy concerns, including resource requirements, and contribute key messages to broader advocacy initiatives of the HC, UNICEF and other actors</li> <li>• Work with the cluster to seek creative solutions for issues that require long term advocacy</li> <li>• Advocate for donors to fund WASH actors to carry out priority WASH activities in the sector concerned, while at the same time encouraging WASH actors to mobilize resources for their activities through their usual channels</li> </ul>
<p><b>12. Training and capacity building</b></p> <ul style="list-style-type: none"> <li>• Promote and support training of WASH humanitarian personnel and capacity building of Government partners, humanitarian partners, based on the mapping and understanding of available capacity</li> <li>• Support efforts to strengthen the WASH capacity of the national/local authorities and civil society</li> </ul>
<p><b>13. Provision of assistance or services as a last resort Humanitarian WASH preparedness and response</b></p> <ul style="list-style-type: none"> <li>• Where critical gaps in addressing WASH priorities are identified the WASH cluster coordinator will:</li> <li>• Lobby for implementing humanitarian partners (including UNICEF WES) to address the gaps</li> <li>• With advice/support from the HC and support from other humanitarian partners will advocate, as appropriate, on the adequate provision of resources and safe access</li> <li>• If persistent gaps remain then with the full support of the UNICEF Country Representative will specifically request that the UNICEF WES Country Team to take action to fill the critical</li> </ul>

gaps through direct implementation action.

#### IV. Impact of Results

The support provided by the **(WASH Cluster Coordinator)** 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:	<p>An advanced university degree in one of the following fields is required: Master's degree in subject areas of WASH e.g. 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:	DEVELOPMENTAL: a minimum of five years of professional

	<p>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 French and good knowledge of English is required. Knowledge of another official UN language or local language of the duty station is considered as an asset.

## VII. Technical requirements

<p>Common Technical Requirements:</p> <ul style="list-style-type: none"> <li>• Knowledge of the latest theories, technology and practices in community-based sanitation i.e: hygiene education or latrine construction and waste management</li> <li>• Knowledge of humanitarian reform principles, international humanitarian law, inter-connectedness and reform pillars &amp; reform updates</li> <li>• Knowledge of the Cluster approach guidelines and terms of reference (and knowledge of how to apply them)</li> <li>• Knowledge of cluster participants (their mandates, capacities, attitudes, limitations) and how to integrate them into the cluster approach</li> <li>• Ability to mitigate and mediate conflict and disagreements among cluster partners</li> </ul>	
<p>Function-specific (technical) requirements:</p> <ul style="list-style-type: none"> <li>• Ability to use and adapt cluster coordination tools (e.g. stakeholder mapping, NAF, CHAP, CERT, .....)</li> <li>• Knowledge of WASH sector as a whole and its priority issues; an ability to strategize how these sectoral needs are met through collective delivery</li> <li>• Ensure that the role, responsibilities, functional linkages among the cluster support team (where applicable) are clear and well-coordinated</li> <li>• Advanced technical knowledge of theories, principles and methods in the following areas: water supply projects management, monitoring and evaluation, integrated water resource management, appropriate water supply and quality technology i.e. community-based water supply</li> </ul>	
<ol style="list-style-type: none"> <li>1. Rural water supply for low- and middle-income countries - including water safety, sustainability</li> <li>2. Rural sanitation for low- and middle-income countries, incl sustainability; applying CATS principles</li> <li>3. Urban sanitation for low- and middle-income countries, incl sustainability</li> <li>4. Handwashing with soap</li> <li>5. WASH-in-Schools and Health Centres</li> <li>6. Menstrual hygiene management</li> <li>7. National government WASH policies, plans and strategies</li> <li>8. Analysis of national budgets and expenditure for basic WASH, and related advocacy</li> </ol>	Expert knowledge of three components and basic knowledge of three components
<ol style="list-style-type: none"> <li>1. Humanitarian WASH - preparedness</li> <li>2. Humanitarian WASH - response and recovery</li> </ol>	Basic knowledge of both components
<ol style="list-style-type: none"> <li>1. Humanitarian WASH – coordination of the response</li> </ol>	Basic knowledge
<ol style="list-style-type: none"> <li>2. Programme/project management</li> <li>3. Capacity development</li> </ol>	Expert knowledge of two components

---

4. Knowledge management 5. Monitoring and evaluation	and basic knowledge of the other two components
1. Human rights and WASH 2. Gender equality and WASH	In-depth knowledge