



International Organization for Migration (IOM)  
The UN Migration Agency

## **POST DESCRIPTION**

<b>I. POSITION INFORMATION</b>	
Position title	Programme Officer (Water. Sanitation and Hygiene - WASH)
Position grade	P.3
Duty station	
Position number	(8-digit number)
Job family	Operations
Organizational unit	(8-digit number of the Unit in Country Office)
Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?	Côte d'Ivoire
Position rated on	
Reports directly to	tbc
Number of Direct Reports	tbc
<b>II. ORGANIZATIONAL CONTEXT AND SCOPE</b>	
<p>Following recent population displacements in northeastern Côte d'Ivoire, coupled with droughts and desertification in the region, the International Organization for Migration (IOM) is seeking a secondment to support their strategy implementation, specifically focusing on improving access to water with a growing emphasis on the impact of climate change on WASH.</p> <p>IOM is seeking to better understand the mechanisms so as to have the tools to support the government in the north of the country in responding to the influx of people fleeing Burkina Faso because of the insecurity in the country. While the government has built two transit sites to receive displaced people, the general approach remains to strengthen the resilience of host communities in the regions affected by the phenomenon, which are the poorest of the country and have poor access to basic services such as drinking water and sanitation.</p> <p>This phenomenon of displacement is part of a context of mixed migration, characterized by cross-border movements linked to transhumance, labour (mining) and trade. In the affected regions, the lack of access to water is a source of tension between the herding and farming communities, which are very frequent in the area, and this is likely to increase as a result of the additional pressure on resources caused by the arrival of thousands of people, often accompanied by their herds. In recent years, rainfall has become unpredictable, and farmers are in even greater need of irrigation systems to grow crops and meet their food requirements. IOM aims to meet these needs in order to contribute to stability and peace in the region.</p> <p>IOM aims to promote Integrated Water Resource Management (IWRM) principles to ensure the critical role of water in enabling peace. By adopting a holistic approach that encompasses sustainable and climate resilient water management, equitable distribution, and community engagement, IOM aims to address the immediate water</p>	

needs while fostering long-term peace and stability in the region. Water management being a source of potential conflicts with the progressive increase in population/cattle movements from Mali and Burkina Faso.

Under the overall supervision of the Chief of mission and direct supervision of the (...) the Programme Officer (WASH) candidate will be responsible for the successful implementation and management of the portfolio of Water, Sanitation and Hygiene (WASH) programmes and projects of IOM.

### **III. RESPONSIBILITIES AND ACCOUNTABILITIES**

1. Conduct desk review of existing documentations, reports, strategies regarding IWRM in Cote d'Ivoire.
2. Develop tools and conduct a comprehensive assessment of the immediate water requirements in regions impacted by population displacement and desertification, taking into account the needs of both the displaced population, the host community, pastoralists while also considering the connection between water access and social cohesion.
3. Adapt and implement strategies that encompass sustainable and climate resilient water management, equitable distribution, and community engagement.
4. Collaborate with local communities, relevant authorities, UN agencies and organizations to develop sustainable and climate-resilient water management plans adopting an Integrated Water Resource Management (IWRM) approach promoting preparedness in case of an escalating response.
5. Support the implementation of water projects that align with sustainable and climate-resilient water management plans developed with the local government and UNICEF.
6. Offer technical guidance and capacity building to IOM staff, WASH partners, and government counterparts engaged in water management projects.
7. Develop appropriate tools for monitoring and evaluating the effectiveness of implemented strategies and interventions that leads to continuous improvement and fine-tuning of systems and processes.
8. Resource Mobilization: Develop a concept note to pursue strategy. Identify programme development opportunities and strategic partnerships that would promote the expansion of the strategy. Liaise effectively with donors at national level in order to advocate for adequate funding.
9. Coordination:
  - a. External: Actively liaise with the WASH Sector; UNICEF / UNHCR, other WASH agencies, relevant ministers' representatives / entities (i.e. Le ministère de l'Hydraulique, l'Office Nationale de l'eau potable (ONEP), l'Office Nationale de l'Assainissement et du drainage (ONAD), Le ministère des Ressources animales et halieutiques, etc.), and any other relevant stakeholder to ensure that WASH activities are coordinated and follow common objectives and strategy. Ensure that any needed operational agreement or authorization from the local authorities is convened to guarantee project stability and good relations with the local government.
  - b. Internal: Coordinate internally within IOM units / programmes the implementation of activities and ensure that inter-sectoral activities / approaches are planned and coordinated with the respective units / programmes.
10. Communications: Ensure an effective and active communication with all the stakeholders. Prepare assessment report and mission report as necessary and/or as requested by the management.

<p>11. The outcome of this engagement will benefit IOM Global WASH unit to advocate, develop and harmonize IWRM processes within their WASH programs and will support the operationalization of the Humanitarian Development-Peace Nexus (HDPN). (i.e. IWRM processes flowchart, decision tree, position paper)</p>	
<b>IV. REQUIRED QUALIFICATIONS AND EXPERIENCE</b>	
<b>EDUCATION</b>	
<ul style="list-style-type: none"> <li>• Master's degree in integrated water resources management; Water and sustainable development; Water Management and Governance, or a related field from an accredited academic institution with five years of relevant experience in climate-resilient water management and IWRM, Water for Peace initiatives, etc. or,</li> <li>• University degree in the above field with seven years of relevant professional experience.</li> </ul>	
<b>EXPERIENCE</b>	
<ul style="list-style-type: none"> <li>• Experience in climate-resilient water management and IWRM, Water for Peace initiatives, governance.</li> <li>• Experience in the management of WASH programs in developing countries, preferably in countries facing humanitarian crises.</li> <li>• Experience in the region is an advantage.</li> <li>• Experience working with different international organizations specialized in humanitarian assistance (e.g., UN agencies, INGOs, IOs, Donors, IFRC or ICRC).</li> <li>• Experience in the design and implementation of WASH infrastructure.</li> <li>• Experience in designing and/or implementing interventions that include research methods to develop social cohesion.</li> </ul>	
<b>SKILLS</b>	
<ul style="list-style-type: none"> <li>• Ability to conduct assessments, develop strategies, and implement climate-resilient water management plans.</li> <li>• Excellent communication and interpersonal skills to effectively engage with local communities, authorities, and stakeholders.</li> <li>• Demonstrated ability to work in challenging and multicultural environments.</li> <li>• Willingness to travel and live in the deployment area for the duration of the 6-month assignment.</li> </ul>	
<b>V. LANGUAGES</b>	
Required (specify the required knowledge)	Desirable
Fluency in English and French (oral and written).	(desirable language)

## VI. COMPETENCIES<sup>1</sup>

The incumbent is expected to demonstrate the following values and competencies:

**Values** - all IOM staff members must abide by and demonstrate these three values:

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

**Core Competencies** – behavioural indicators *level 2*

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

**Managerial Competencies** – behavioural indicators *level 2*

- Leadership: provides a clear sense of direction, leads by example and demonstrates the ability to carry out the organization's vision; assists others to realize and develop their potential.
- Empowering others & building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.

### SIGNATURES:

1<sup>ST</sup> LEVEL SUPERVISOR

DATE

2<sup>ND</sup> LEVEL SUPERVISOR

DATE

<sup>1</sup> Competencies and respective levels should be drawn from the Competency Framework of the Organization.