



International Organization for Migration (IOM)
The UN Migration Agency

POST DESCRIPTION

I. POSITION INFORMATION	
Position title	Climate Action Planning for WASH Consultant (Global WASH Cluster)
Position grade	Consultant (Compatible with a P4 grade)
Duty station	Home-based (25% travel)
Duration of consultancy	60 days before the end of 2024
Position number	
Job family	WASH, DHRR
Organizational unit	
Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?	HQ
Position rated on	
Reports directly to	WASH Officer (Climate & Environment Lead), DHRR, Headquarters
Number of Direct Reports	None
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. With 173-member states, a further 8 states holding observer status and offices in over 100 countries, IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.</p> <p>IOM recognizes that access to water and sanitation services, paired with hygiene promotion, is lifesaving in humanitarian contexts, while sustainable access to water, sanitation and hygiene (WASH) services is also critical in the context of resolving displacement situations and building resilience to future shocks and stressors. The provision of WASH services is an important component of IOM operations worldwide.</p> <p>Recognizing the role of WASH in the climate crisis, the Global WASH Cluster (GWC) established a Working Group on Climate Change in 2023, which is Led by IOM and Co-Led by the German Toilet Organization. The GWC Working Group on Climate Change unites professionals and experts from diverse humanitarian WASH organizations, acting as a platform for converging efforts and best practices to address the current and future challenges posed by climate change within the humanitarian WASH sector. The Working Group leverages the collective reach and experience of its members to strengthen GWC members and National</p>	

Coordination Platforms (NCPs) knowledge and capacity, as well as delivering advocacy and resource mobilization efforts necessary to support initiatives that can bolster the climate-resilience of the humanitarian WASH sector.

In this context, IOM seeks to develop a Framework for Humanitarian WASH and Climate Change, on behalf of the Global WASH Cluster. This framework will support NCPs to address their responsibilities in relation to the climate crisis and the vulnerable populations that they serve. The framework will be piloted with three NCPs as part of its development.

The framework is envisioned to address Climate Adaptation, Climate Mitigation and Environmental Mainstreaming, supporting humanitarian practitioners to strengthen climate-resilient WASH in humanitarian response. This framework will be linked to the development of a process and resources to allow NCPs to develop Climate Action Plans (CAPs) tailored to their context.

This consultancy focuses on developing and piloting the process to carry out Climate Action Planning at country level, through the WASH Cluster. The experience from this will input into the framework development, and the consultant will also contribute to the wider consultations around developing the framework.

The deliverables should build on existing resources, such as the [Strategic Framework for WASH Climate Resilient Development](#) and the [Disaster Risk Reduction and Water, Sanitation and Hygiene Comprehensive Guidance](#), making existing knowledge available in a user friendly format, allowing time-poor NCPs to move forward with Climate Action based on existing knowledge, skills and capacities. The outputs from this consultancy will be further developed through 2 more pilots in NCPs in 2025.

The position will fall under the overall supervision of the IOM Global WASH Coordinator and direct supervision of the IOM WASH Officer (Environment and Climate Lead). The successful candidate will work closely with the Global WASH Cluster Climate Change Working Group and one NCP WASH Cluster.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

Under the direct supervision of the WASH Officer (Climate and Environment Lead) of the Department of Humanitarian Relief and Recovery (DHRR) at headquarters, in liaison with one NCP WASH Cluster, the GWC Climate Change Working Group, and other stakeholders, the successful candidate will lead the development and piloting of a process for development of a Climate Action Plan at country level through NCPs.

Deliverables:

Phase 1 30% (4 weeks)

1. Mapping of stakeholders and resources in one country, and development of resources.
 - Through collaboration with the NCP in one country, map out stakeholders on WASH and/or climate change in country. Advise on

their role in the CAP (e.g. Level of involvement, at which stage of the process, their capacities, and for what purpose).

- Through desk research and through NCP members, collect resources (assessments, reports, strategies, key contacts, etc.) to inform the context analysis.
- Develop resources (e.g. guidelines, templates, checklist, etc.) for repetition of this activity by other NCPs, organizations or individuals.

2. Context Analysis for one NCP and development of resources.

- Carry out a context analysis for one NCP. The context analysis should focus on 'understanding the problem' of the impact of climate change on access to WASH, using resources collected in Deliverable 1 and interviews of key stakeholders). This analysis should identify hazards, exposure, vulnerability, capacity and risk prioritization. This should build on the resources identified in Deliverable 1 and highlight gaps in knowledge and information for the NCP to address in future. The analysis should be verified with the participation of the WASH Cluster Lead and cluster members in the selected country (either online or during the workshop in person).
- Develop resources (e.g. guidelines, templates, checklist, etc.) for repetition of this activity by other NCPs, organizations or individuals.

Phase 2 40% (5 weeks)

3. Development of tools to link risk to response.

- Develop a workshop process to link hazards, vulnerability and risk with response, including identifying options to respond to risks, covering adaptation, resilience, mitigation and environmental mainstreaming. The output of the workshop should be a Climate Action Plan for the WASH Cluster in one country.
- Develop working definitions or descriptions of key technical terms that will be used during the workshop (e.g. Climate resilience, adaptation, mitigation, environmental mainstreaming, etc.)
- Develop a database of risks with possible response activities and links to technical guidance for those activities. Highlight where technical guidance does not currently exist.
- Ensure that the process highlights gaps in existing knowledge that should be addressed by the cluster in future (e.g. lack of gender segregated data, lack of community inputs in assessments, lack of climate specific community assessments, lack of knowledge on groundwater resources, etc.)
- Develop resources (e.g. guidelines, templates, checklists, etc.) for repetition of this activity by other NCPs, organizations or individuals.

Phase 30% (3 weeks)

4. Delivery of workshop

- With support of the selected NCP and IOM, organize a workshop in one country.

- In coordination with Workstream 2 on Capacity Strengthening, carry out pre- and post- tests of participants to adjust the workshop to their needs, and feed into the Framework Project ToR.
 - Deliver a workshop in one NCP to support the cluster members to develop a CAP for their context.
 - Collect and analyze feedback from participants and stakeholders to feed into development of the future CAP processes and the Framework Project ToR.
 - Support on raising awareness of the CAP in country with key stakeholders (e.g. Government actors, development and climate actors, HCT, Heads of Agencies, etc.)
 - Write a post-workshop report, advising on: next steps for the NCP to implement the CAP, further support that should be offered by the Working Group and GWC, changes to the CAP process for the next pilot, considerations for the Framework Project ToR and development, gaps in resources (guidelines, templates, checklists, etc.). Working with Work Stream 2, this report should identify capacity strengthening gaps specific to the consultancy and framework project, as well as any other capacity strengthening gaps identified during the consultancy.
5. Across all 3 phases, contribute to the wider Framework Project
- Ad-hoc support to the Climate Change Working Group and it's Workstreams, and to the wider Framework consultation and development project, where relevant.

The consultancy is based on deliverables with deadlines of submission as indicated in each of the three phases

IV. REQUIRED QUALIFICATIONS AND EXPERIENCE

EDUCATION

- Master's degree in Environmental Engineering, Civil Engineering, Environmental Geosciences, Geology, Hydrology, Disaster Risk Reduction or a related field from an accredited academic institution with seven years of relevant professional experience; or
- University degree in the above fields with nine years of relevant professional experience.

EXPERIENCE

- Experience in incorporating environmental or climate action into humanitarian WASH programming.
- Experience in the implementation of WASH activities in countries facing humanitarian crises and in support of emergency responses.

- Experience in the design and implementation of capacity building programmes, including the development of training resources and facilitation of workshops.
- Experience in coordinating activities with various stakeholders both at global level and in the field.
- Experience in communicating complex ideas in clear and accessible formats
- Familiarity with the IASC Cluster Approach and NCP ways of working

SKILLS

- Excellent facilitation skills - Ability to convey and impart knowledge and messages to varied audiences in engaging, simple and clear manner.
- Communication – listens and communicates clearly, adapting delivery to the audience
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter
- Technological Awareness - displays awareness of relevant technological solutions;
- Creativity and Initiative – actively seeks new ways of improving programmes or services
- Personal commitment, flexibility and ability to work effectively and harmoniously with colleagues from various cultures and professional backgrounds.
- Accountability – takes responsibility for action and manages constructive criticisms
- Client Orientation – works effectively well with client and stakeholders
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;

V. LANGUAGES

Required <i>(specify the required knowledge)</i>	Desirable
<i>Fluency in English (oral and written)</i>	<i>Working knowledge of French, Spanish or Arabic</i>

VI. COMPETENCIES¹

The incumbent is expected to demonstrate the following values and competencies:
Values - all IOM staff members must abide by and demonstrate these three values:

¹ Competencies and respective levels should be drawn from the Competency Framework of the Organization.

- 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 3)

- Teamwork: Monitors and evaluates the effectiveness of partnerships and takes action to enhance their effectiveness.
- Delivering results: Leads and facilitates work planning, alerting those involved of potential obstacles and helping to identify suitable alternative options as needed. Looks to collaborate with other UN entities to foster greater efficiencies.
- Managing and sharing knowledge: Values and promotes building and sharing knowledge at the inter-agency level.
- Accountability: Demonstrates individual responsibility for defining and delivering on the Organization’s priorities
- Communication: Influences others and negotiates effectively through a persuasive, flexible approach.

SIGNATURES:

1ST LEVEL SUPERVISOR

DATE

2ND LEVEL SUPERVISOR

DATE