



## POST DESCRIPTION

### SECTION 1

#### Position Information

Position Title	<b>Circular Solid Waste Specialist (Plastic4Bricks)</b>
Position Grade	<b>P4 - SBP</b>
Duty Station	Bentiu (50%) and Malakal (50%), with frequent travel to Juba.
Position Number	TBA
Job Family	Water, Sanitation and Hygiene (WASH)
Organizational Unit	TBA
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	Country Office
Position rated on	(to be filled by Classifier)
Reports directly to	Program Coordinator (WASH)
Number of Direct Reports	n/a

### SECTION 2

#### Organizational Context and Scope

IOM in South Sudan has a broad range of programming centred around three broad areas: humanitarian coordination and support; humanitarian response and resilience; and peacebuilding, transition, and development. Humanitarian coordination and support includes leading/co-leading the Camp Coordination and Camp Management (CCCM) and Shelter and Non-Food Items (NFI) Clusters, Displacement Tracking Matrix (DTM), Water, Sanitation and Hygiene (WASH) and management of WASH and Shelter and NFI core-pipelines, humanitarian hubs and common transport services. Humanitarian response and resilience includes CCCM, WASH, Shelter & NFI, health, protection, gender equality and inclusion, mental health and psychosocial support and the management of a Rapid Response Fund. Under peacebuilding, transition and development, IOM South Sudan implements programming on housing, land and violence reduction, community development and migration management.

Under the direct supervision of the Programme Coordinator (WASH), the Circular Solid Waste Specialist will provide advanced technical and operational support to the design, implementation and monitoring of all emergency, transition and development circular solid waste infrastructure activities in South Sudan, with a particular focus on Bentiu, Rubkona and Malakal towns. A particular emphasis will be given to the ongoing implementation of two reuse plants to convert plastic into bricks (Plastic4Bricks).

### SECTION 3

## Responsibilities and Accountabilities

- Support the Programme Coordinator (WASH) in the direct supervision of the design and implementation, and the monitoring of all financial and technical quality aspects of all circular solid waste infrastructure programs and operations in Bentiu and Malakal Field Offices. A particular emphasis will be given to the ongoing implementation of two reuse plants to convert plastic into bricks (Plastic4Bricks).
- Support the Program Coordinator (WASH) in ensuring that all the circular solid waste infrastructure and services in Bentiu and Malakal Field Offices meet their intended scope, time, quality and budget. Notify in a timely manner of any change request pertinent and inform of any delay or workaround required for timely completion of activities.
- Support the Program Coordinator (WASH) in designing and implementing operational modalities for the circular solid waste infrastructure and services, with a special emphasis on livelihood, job and market opportunities derived from the two reuse plants converting plastic into bricks.
- Support the WASH teams in Bentiu and Malakal Field Offices in the planning of all circular solid waste infrastructure activities, and monitoring the implementation of all related projects, remotely and through frequent visits to Bentiu and/or Malakal. Assist in tracking project objectives, outputs and indicators committed.
- Support on drafting reports (regular updates, sit-reps, factsheets, briefings, etc.) of the circular solid waste infrastructure activities in Bentiu and Malakal as requested by the Program Coordinator (WASH), ensuring that they are appropriate to the target audiences and timely dissemination of products.
- Perform such other duties as may be assigned.

### SECTION 4

## Required Qualifications and Experience

### EDUCATION

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

## EXPERIENCE

- Proven experience in the design and implementation of circular solid waste infrastructure in emergency, transition and development contexts.
- Demonstrated know-how and skills on circular solid waste engineering principles in emergency, transition and development contexts.
- Proven experience with the reuse of plastic materials.
- Experience in supervising complex construction activities in different locations and remotely managing staff.
- Proven experience in operational management of construction activities in the frame of circular solid waste management.
- Proven experience in hardship duty stations performing circular solid waste engineering tasks.
- Advanced proven computer literacy in Autocad, GIS, Microsoft Office Suite (MS Word, Excel, and PowerPoint).
- Experience in maintaining working relationships with clusters, inter-agency coordination mechanisms and other stakeholders.

## SKILLS

- Ability to coordinate a team in a complex post-crisis humanitarian setting.
- Good interpersonal, cross-cultural, and diplomatic skills.
- Proven ability to successfully operate in a high-stress environments and hardship locations.
- Demonstrated ability to meet deadlines and deliver under pressure.
- Ability to produce thorough high-quality work within a tight timeframe.
- Excellent Monitoring and Evaluation (M&E) skills; management skills; organizational skills.
- Ability to work with limited supervision.
- Knowledge of the region is an advantage.

## SECTION 5

### Languages

#### REQUIRED

External applicants for all positions in the Professional category are required to be proficient in English and have at least a working knowledge of one additional UN Language (Arabic, Chinese, French, Russian, or Spanish).

For all applicants, fluency in English is required (oral and written).

#### DESIRABLE

Working knowledge of Arabic is desired.

## SECTION 6

### 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 five values:

**Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

**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.

**Courage:** Demonstrates willingness to take a stand on issues of importance.

**Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

### 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 actions 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 leadership and professional potential.

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

**Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.

**Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.

**Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.

**Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

## SECTION 7

### Signatures

1 <sup>st</sup> Level Supervisor	Date
WASH Program Coordinator	8 April 2025
2 <sup>nd</sup> Level Supervisor	Date
	Click here to enter a date.