



International Organization for Migration (IOM)  
The UN Migration Agency

## **POST DESCRIPTION**

<b>I. POSITION INFORMATION</b>	
Position title	Technical lead - Water management and Innovation scale-up
Position grade	Consultant / Equivalent to P3 / Senior National WASH Officer
Duty station	Maiduguri, with travel across Nigeria
Position number	
Job family	WASH
Organizational unit	IOM Nigeria – WASH Unit
Is this a Regional, HQ, MAC, PAC, Liaison Office or Country Office based position?	Nigeria
Position rated on	
Reports directly to	WASH Programme Manager
Number of Direct Reports	
<b>II. ORGANIZATIONAL CONTEXT AND SCOPE</b>	
<p>Nigeria faces increasing water-related challenges, including recurrent floods, droughts, and pressure on overstretched water systems, particularly in conflict-affected areas. In response, IOM Nigeria has developed an integrated water management approach combining digital tools, anticipatory action, and nature-based solutions. In collaboration with partners such as Acacia Water and Deltares, IOM has developed a Digital Suitability Toolbox and flood hazard models to support risk-informed WASH and climate adaptation planning.</p> <p>The technical lead - Water management and Innovation scale-up will lead the technical expansion and institutionalization of this approach in Nigeria, supporting its scale-up to other IOM operations globally. This includes expanding digital tools to high-risk areas in Nigeria, such as Benue, coordinating with government stakeholders, and integrating climate and hydrological data to inform action. The role will also guide the implementation of nature-based water retention and flood mitigation systems, promoting the productive use of water for sustainable livelihoods.</p> <p>Otherwise, the Advisor will ensure alignment with Nigeria's anticipatory action strategy and HDP Nexus priorities while fostering partnerships, capacity building, and innovation. The deployment aims to position Nigeria as a global reference for IOM's work on climate-resilient WASH and sustainable water resource management, in coordination with IOM's Global WASH Unit and other field missions. The candidate will support replication in other IOM country operations, in coordination with the IOM Global WASH Unit, and contribute to the</p>	

operationalization of Integrated Water Resources Management (IWRM), WASH, and water-related disaster security Nexus. (H)She will provide ad-hoc technical support to the initiatives of the GWC Climate Change Working Group

IOM Nigeria is requesting the deployment of two complementary Standby Partners to support the operationalization and institutionalization of its integrated water management approach. While both contribute to strengthening anticipatory action and climate resilience, this position focuses on technical development and global replication, whereas the second role emphasizes coordination and capacity building with Nigerian government actors.

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

- Lead the refinement and scale-up of IOM Nigeria's integrated water management approach at the national level,
- Expand and enhance IOM's digital water planning toolbox to cover new high-risk areas, strengthening anticipatory action and sustainable water resource management.
- Evaluate the potential and support replication in other IOM country operations, in coordination with the IOM Global WASH Unit, in line with the operationalization of Integrated Water Resources Management (IWRM), WASH, and water-related disaster security Nexus
- Organize webinar to present the IOM's digital water planning to other IOM missions and promote global institutionalization of tools developed in Nigeria, such as the Digital Suitability Toolbox, for climate-resilient WASH and water security programming.
- Build capacity of IOM teams in Nigeria and globally on digital tools, water security planning, and nature-based solutions (tbd)
- Provide ad-hoc technical support to the initiatives of the GWC Climate Change Working Group'
- Foster partnerships with government agencies, academic institutions, and humanitarian and development actors to advance Nexus-based water governance.
- Support knowledge sharing by documenting lessons learned and contributing to technical guidance, research, and the dissemination of innovation.
- Support the creation of ToR to develop Global Long-Term agreement (LTA) and ensure readiness for future replication in different contexts

### **IV. REQUIRED QUALIFICATIONS AND EXPERIENCE**

#### **EDUCATION**

Professional degree in Water Resources Management, Water Engineering, Hydrology, Environmental Engineering, or a related field.

#### **EXPERIENCE**

- Minimum 2 years of professional experience in Water management, and or flood risk management, preferably in humanitarian or development contexts.
- Experience in Nigeria or West Africa is an asset.
- Proven ability to support inter-agency planning, provide technical guidance, and deliver capacity-building activities.

<ul style="list-style-type: none"> <li>• Experience in engaging with national and local authorities and facilitating stakeholder coordination.</li> </ul>	
<b>SKILLS</b>	
<ul style="list-style-type: none"> <li>• Proficient in hydrological analysis and flood modeling tools.</li> <li>• Strong data management and remote sensing analysis skills.</li> <li>• Excellent written and oral communication.</li> <li>• Strong coordination and stakeholder engagement skills.</li> <li>• Capacity to work in complex, multicultural humanitarian settings.</li> </ul>	
<b>V. LANGUAGES</b>	
Required <i>(specify the required knowledge)</i>	Desirable
Fluency in English (oral and written).	
<b>VI. COMPETENCIES<sup>1</sup></b>	
The incumbent is expected to demonstrate the following values and competencies:	
<b>Values</b> <ul style="list-style-type: none"> <li>• <u>Inclusion and respect for diversity</u>: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.</li> <li>• <u>Integrity and transparency</u>: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.</li> <li>• <u>Professionalism</u>: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.</li> </ul>	
<b>Core Competencies</b> – behavioural indicators <i>level 2</i> <ul style="list-style-type: none"> <li>• <u>Teamwork</u>: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.</li> <li>• <u>Delivering results</u>: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.</li> <li>• <u>Managing and sharing knowledge</u>: continuously seeks to learn, share knowledge and innovate.</li> <li>• <u>Accountability</u>: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.</li> <li>• <u>Communication</u>: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.</li> </ul>	
<b>Managerial Competencies</b> – behavioural indicators <i>level 2</i> <ul style="list-style-type: none"> <li>• <u>Leadership</u>: 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.</li> </ul>	

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

- 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