



POST DESCRIPTION

SECTION 1

Position Information

Position Title	WASH & HDP NEXUS SPECIALIST
Position Grade	P4
Duty Station	HQ (deployed to Ethiopia)
Position Number	
Job Family	Water, Sanitation & Hygiene
Organizational Unit	DHRR
Is this a Regional, HQ, MAC, PAC, Liaison Office, or a Country Office based position?	HQ
Position rated on	
Reports directly to	WASH Officer (Climate & Environment Lead)
Number of Direct Reports	None

SECTION 2

Organizational Context and Scope

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.

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.

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 Climate Change Working Group (CC WG) 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 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, the CC WG has been developing a process known as ‘Climate Action Planning’, and in November 2024 piloted the process with the WASH Cluster in Ethiopia. This role provides further support to the WASH Cluster in Ethiopia to finalise the Climate Action Plan.

Under the direct supervision of the WASH Officer (Climate and Environment Lead) of the Department of Humanitarian Relief and Recovery (DHRR) at headquarters, and in liaison with the WASH Cluster in Ethiopia, the successful candidate will lead the finalisation of the Climate Action Plan following the below activities.

SECTION 3

Responsibilities and Accountabilities

Deliverable 1: Re-look at the Ethiopia CAP workshop outputs from 2024 to maximise impact

- Working closely with the workshop participants, prioritise the outputs of the November 2024 workshop, focusing on actionable priorities for WASH implementers and the WASH Cluster.
- Re-visit, and update as needed, the context analysis for WASH and Climate Action in Ethiopia.
- Develop the outputs into an accessible format that supports uptake by WASH practitioners.
- Through key informant interviews, understand the impact of the workshop on WASH, the barriers for participants to taking Climate Action, and recommendations on how to improve the workshop process to better support participants to take action.
- Incorporate recommendations into project documents to support replication of the CAP process in other countries.

Deliverable 2: Support the WASH Cluster in Ethiopia to finalise the Climate Action Plan

- Support the WASH Cluster in Ethiopia, through the Strategic Advisory Group (SAG) or similar, to develop their Climate Action Plan, based on the outputs of the Climate Action Plan workshop held in November 2024 and the Cluster's role in coordination, capacity strengthening, knowledge management, advocacy and resource mobilisation.
- Develop a mapping of relevant stakeholders across the Development and Climate sectors in Ethiopia, to support coordination of WASH and Climate Action.
- Where the Cluster decide to establish a Climate Action TWG, provide support on Terms of Reference and linking the groups' role to the Climate Action Plan.
- Incorporate recommendations into project documents to support replication of the CAP process in other countries.

Deliverable 3: Support the governance system, advocacy and resource mobilisation for the wider project

- Consult with the project Steering Committee, ensuring that their guidance is incorporated into the CAP process and recommendations.
- Support related advocacy events, such as webinars or workshops around the wider Framework project.
- Update the 'post-pilot report' for the Ethiopia CAP to document lessons learnt from the piloting and recommended the next steps for the CAP project.
- Advise the WASH Officer and Framework Consultant on the Framework for Climate Action, ensuring that the CAP process is the operationalization of the Framework.

SECTION 4

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 the implementation of WASH activities in countries facing humanitarian crises and in support of emergency responses.
- Experience in coordinating activities with various stakeholders both at global level and in the field. Experience in WASH Cluster leadership roles is desirable.
- Experience in the design and implementation of capacity building
- Experience as a consultant is desirable.

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.
- Candidate must be familiar with the IASC Cluster Approach and NCP ways of working
- 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

SECTION 5

- **Languages¹**

IOM's official languages are English, French, and Spanish.

REQUIRED

For this position, Fluency in English, both written and spoken is required.

SECTION 6

Competencies²

■ 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 3

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.

¹ As per IN/233, staff members in a position in the Professional and GS categories are expected to be fluent in one of the Organization's official languages, which are English, French and Spanish. At least a working knowledge of another official language is highly desirable and may be specified as mandatory in some cases. For positions in the GS category, proficiency in one of the local language(s) may also be required, as specified in the VN/SVN.

² Competencies and respective levels should be drawn from the Competency Framework of the Organization.

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.

SECTION 7

Signatures

I st Level Supervisor	Date
Siobhan McGrath	6 Aug 2025
2 nd Level Supervisor	Date
Antonio Torres	6 Aug 2025