



## UNITED NATIONS CHILDREN'S FUND CHAD NCC support JOB PROFILE

### I. Post Information

Job Title: **SBP: Wash Specialist, Sector coordinator.**  
 Supervisor Title/ Level: **(P3)**  
 Organizational Unit: **Emergency**  
 Post Location: **Chad country office/Abeche**

Job Level: P3  
 Job Profile No.:  
 CCOG Code:  
 Functional Code:  
 Job Classification Level:

### II. Organizational Context and Purpose for the job

Humanitarian action is of fundamental importance to UNICEF and encompasses interventions aimed at saving lives, alleviating suffering, maintaining human dignity, and protecting the rights of affected populations wherever there are humanitarian needs, as well as interventions addressing underlying risks and causes of vulnerability to disasters, fragility and conflict. UNICEF's humanitarian action is guided by the Core Commitments for Children in Humanitarian Action (CCCs) which set organizational, programmatic and operational commitments and benchmarks against which UNICEF holds itself accountable for the coverage, quality and equity of its humanitarian action and advocacy and which are mandatory for all UNICEF personnel.

Chad continues to face a combination of rapid-onset and protracted humanitarian crises. This persistent humanitarian situation is related to the growing insecurity in many parts of the country and in neighboring countries, natural disasters, growing food insecurity, high rates of malnutrition, economic crisis in the context of climate challenges. UNICEF, in partnership with national and international development and humanitarian aid actors, support the Chadian in the development of programs and policies aiming at promoting and respecting the rights of children to survival, education and protection.

The Wash Specialist sector coordinator is to be used in the field where there is an Emergency Coordinator in place. The post holder will be based in the field and will report to Emergency Coordinator and Chief Field Office for general guidance and direction.

Under the overall direction and guidance of the Emergency coordinator and the Chief Field Office, the Wash Specialist coordinator will provide leadership and representation of the sector at sub-national level in two provinces (Wadi -Fira and Innedi Est . He (she) will facilitate the processes that will ensure a well-coordinated, strategic, adequate, coherent, and effective response by participants in the sub-national Sector that is accountable to those who are affected by the emergency. In their effort to provide an efficient and effective response to the humanitarian crisis, the Wash Specialist sector coordinator is responsible for building relationships with stakeholders, securing the overall coordination of sectoral responses, inter-sectoral collaboration at the sub-national level and ensuring adequate coordination with the national level

#### **Job organizational context:**

The humanitarian response workload has drastically increased in eastern provinces with the cholera outbreak. Therefore, and in the context of persistence of conflicts in Sudan and the constant influx of new refugees and returnees and the recently declared cholera outbreak crisis, the ongoing raining season with risk of floods, the humanitarian WASH team needs to be reinforced to meet the greater needs.

**Purpose of the job:**

The purpose of this position is to provide support at field level to the WASH team.

Under the overall direction and guidance of the Chief of Emergency and the Chief Field Office, the Wash Specialist, Sector coordinator will provide support to sub national level coordination in two provinces with government and group sectorial coordination. The post holder will be based in the field (Abeche) and will report to the Chief of Emergency and Chief Field Office for general guidance and direction to strengthen coordination in the eastern provinces (Wadi Fira- Innedi Est). He/ SHe will also get technical guidance for the Chief WASH to ensure that strategic decisions from national level are coordinated at sub-national level and concern from field is addressed at national level.

**III. Key function, accountabilities and related duties/tasks****1. Description of tasks**

The post holder's main tasks and responsibilities will include but not be limited to:

**Coordination, representation, and leadership in both provinces (Wadi Fira, Inedi Est)**

- Ensure and maintain a coordination mechanism that facilitates the effective achievement of sector functions (as outlined by the IASC Reference Module) and the requirements of the HPC (RRRP, HNO, HRP and CCPM) and which builds pre-existing coordination structures where appropriate and furthers the development of current or future national and subnational capacities,
- Coordinate with the national level, ensuring alignment of work and priorities, effective communication, reporting and engagement between the levels,
- Ensure appropriate coordination and build partnerships with all relevant sector stakeholders at sub-national level including government counterparts, local, national, and international organizations, other sector/working Groups, and affected populations as appropriate,
- Build complementarity of partner actions within the sector, pro-actively negotiating with partners to avoid and resolve duplication and gaps,
- Coordinate, collaborate and represent the sector with stakeholders across all sectors, including through inter- working Group, developing cross-sectoral relationships as appropriate.
- Update the mapping of Wash actors and intervention, resources, and planned actions.
- Identify overlaps in intervention and gaps in terms of implementation capacities and inform all the stakeholders.
- Ensure a balanced response in terms of host population, refugees and returnees, villages and camps.
- Ensure the quality of interventions according to appropriate guidelines and standards, the application of humanitarian principles and the analysis of conflict risks in relation to WASH.

Promote the mutualization of financial, human resources, and synergy of action between the various actors.

**Needs assessment and analysis.**

- Contribute to the planning and implementation of needs assessment and analysis, including contributing to multi-sectoral needs assessments and joint analysis of need, at sub-national level,
- Analyze needs assessment data and work collaboratively with the sector/working group partners to create analytical products, including an HNO based on evidence-based information.

**Strategic response planning**

- Contribute to sub-national and national level strategic planning, response prioritization and the development of the sectoral response plan that is based on the HNO and aligned with national priorities, policies and plans,

- Ensure all programme delivery modalities (in-kind, cash, voucher, and services) are given equal consideration in the strategic response planning and establish and implement systematic measures for supporting their consideration and use,
- Provide technical support to WASH sector partners to ensure activities are aligned with national priorities and communities' needs,
- Ensure that WASH response planning is regularly updated according to evolving needs and that it establishes indicators by which performance can be measured,
- Engage with OCHA, UNHCR, IOM... and others sector/working groups to contribute to the development of the RRRP, HRP, representing the concerns of the Working Group at sub-national level.

#### **Resource mobilization and advocacy**

- Support partners' resource mobilization to promote the effective functioning of the sector and its response,
- Monitor, analyze and communicate information about the sector's financial situation and resource mobilization and identify appropriate actions to address gaps or constraints,
- Advocate for improved sectoral outcomes, network with advocacy allies and influence stakeholders' decision-making.

#### **Implementation and monitoring**

- Monitor, evaluate and report on the coverage, equity, quality, and progress of the response against the Sector strategy, priorities and agreed results at sub-national level,
- Contribute to gap and coverage analysis to identify spatial and temporal gaps, overlaps and coverage of the sector humanitarian response,
- Monitor sector Group's adherence to IASC cluster approach principles, relevant humanitarian and sectoral agreements, standards, initiatives, and guidelines and encourage partners to make improvements.
- Ensure adequate monitoring mechanisms are in place to review outcomes of WASH interventions and progress against strategy and action plans; including an analytical interpretation of best available information in order to benchmark progress over time (monitoring indicators: quantity, quality, coverage, continuity and cost; with target population data disaggregated by sex, age, etc.).
- Ensure adequate WASH outcome reporting and effective information sharing (with government and other partner support) to demonstrate closing the gaps.

#### **Accountability to affected populations.**

- Be accountable to the affected population by establishing inclusive and consultative feedback mechanisms and encouraging the involvement of affected population in the response,
- Ensure the inclusion of cross cutting issues (age, child protection, disability, gender, gender-based violence (GBV) mitigation and response and HIV & AIDS) in Working Group activities throughout the HPC,
- Encourage partners to demonstrate a positive and systematic approach to inclusion and diversity,
- Adhere to child safeguarding and PSEA policies including procedures for challenging and reporting incidents and ensure other members of the coordination team comply.

#### **Strengthen local capacity.**

- Encourage participation of local actors Working Group activities and strategic decision-making, removing barriers to access,
- Contribute to the development of a capacity assessment and capacity strengthening strategy for Working Group members and oversee implementation and harmonization of initiatives.
- Lead early warning, contingency planning, and emergency preparedness efforts for the Working Group, ensuring adequate participation in contingency planning and emergency preparedness activities.
- Promote and support training of WASH humanitarian personnel in areas such as Minimum Standards for Emergency WASH and capacity building of humanitarian partners, based on the mapping and understanding of available capacity.

Provide capacity building for national, international NGOs including government. and ensure that partners have the necessary skills for an effective and efficient WASH response

Furthermore, SPB are encouraged to integrate the SBPs programme mandate within their assignment and promote voluntary action through engagement with communities in the course of their work. As such, SBPs should dedicate a part of their working time to some of the following suggested activities:

- Strengthen their knowledge and understanding of the concept of volunteerism by reading relevant SBP and external publications and take active part in SBP activities (for instance in events that mark International Volunteer Day);
- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country.
- Provide annual and end of assignment self- reports on SBP actions, results and opportunities.
- Contribute articles/write-ups on field experiences and submit them for SBP publications/websites, newsletters, press releases, etc.;
- Assist with the SBP Buddy Programme for newly arrived SBPs;
- Promote or advise local groups in the use of online volunteering or encourage relevant local individuals and organizations to use the SBP Online Volunteering service whenever technically possible..

#### IV. Impact of Results

Working in partnership with sub-national Sector participants, the Wash Specialist Sector Coordinator provides leadership and representation for the Sector at sub-national level. This contributes to the predictability and accountability of humanitarian action, in line with the aims of the cluster approach and IASC principles, and ensures that the humanitarian response is well-coordinated, strategic, adequate, coherent, effective and builds the resilience of the affected population. It also contributes to maintaining and enhancing the credibility and ability of UNICEF to fulfil its commitments as a Lead Agency sector, in line with the CCCs.

#### V. Qualifications/requirements

a) Qualifications, skills, experience:

**Qualification:** An advanced university degree in one of the following fields is required: public health, social sciences, health, and hygiene change communication, WASH-related engineering or another relevant technical field. Additional relevant post-graduate courses that complement/ supplement the main degree is a strong asset.

##### Professional experience

A minimum of 5 years of professional experience in WASH-related programmes planning, management and coordination is required. Relevant experience in programme management in WASH-related areas in a UN system agency or organization is considered an asset.

A minimum of 2 years' experience in humanitarian contexts is required. Experience in development contexts is an added advantage.

Experience of working in the humanitarian coordination system is desirable.

Experience in effective management of human resources/teams in high stress/risk environments is an advantage. Knowledge of WASH sector as a whole and its priority issues; an ability to strategize how these sectoral needs are met through collective delivery and ensuring that the roles responsibilities and functional linkages among sector support team are clear and well-coordinated.

Experience in a mixed set of country contexts, in multiple geographic regions, including a deployment mission with UN, Government or INGO is strongly desirable.

- **Driving license required:** No

b) **Competencies and values:**

UNICEF's core values: caring, respect, integrity, trust, accountability, and sustainability.

The skills required for this position are as follows:

- Demonstrates Self Awareness and Ethical Awareness
- Works Collaboratively with Others
- Builds and Maintains Partnerships
- Innovates and Embraces Change
- Thinks and Acts Strategically
- Drives to Achieve Impactful Results
- Manages Ambiguity and Complexity

**c) Language skills**

Fluency in French and English are required. Knowledge of another official UN language (Arabic, Chinese, Russian or Spanish) is considered an asset.

## **VII. Technical requirements**

The post holder must demonstrate excellent knowledge and skills in the following areas:

- Humanitarian principles, standards and guidelines
- WASH in Emergencies Coordination functions, principles, standards, concepts, tools and resources.

## **VI. Competencies and level of proficiency required (based on UNICEF Professional Competency Profiles).**

### **Core Values**

- Care
- Respect
- Integrity
- Trust
- Accountability

### **Core Competencies**

- Nurtures, Leads and Manages People (3)
- Demonstrates Self Awareness and Ethical Awareness (3)
- Works Collaboratively with Others (3)
- Builds and Maintains Partnerships (3)
- Innovates and Embraces Change (3)
- Thinks and Acts Strategically (3)
- Drives to Achieve Impactful Results (3)
- Manages Ambiguity and Complexity (3)

### **Coordination Competencies**

- Applies Humanitarian Principles, Standards and Guidelines (2)
- Applies Key WiE Concepts and Tools (2)
- Operates Safely and Securely (2)
- Demonstrates Commitment to a Coordinated Response (2)

- Promotes Cooperation and Collaboration (2)
- Demonstrates Accountability (2)
- Promotes Inclusion (2)
- Provides Influential and Strategic Leadership (2)
- Analyses and Communicates Information (2)
- Supports Resource Mobilization (2)
- Advocates for Improved WASH/IPC Outcomes (2)
- Monitors the Response (2)
- Strengthens National Capacity to Respond and Lead (2).

## **VII. Living Conditions**

### **2. Living Conditions**

Living conditions in Chad are relatively difficult. In Abeche, most consumer goods are imported from Abéché and available, and the allowance covers basic needs, but in general, life is expensive. Fruit, vegetables, meat and fish are available locally, but many other products are not. A market operates daily and several small supermarkets are also available. Some non-food items are also available.

### **3. Conditions of Service**

Note on novel coronavirus – COVID-19.

The rapidly changing nature of novel coronavirus COVID-19 has placed significant and increasing restrictions on the freedom of movement of people across the globe, within countries and across borders. Such restrictions make it very difficult for international SBPs to begin their assignments at their assigned duty station and SBP cannot guarantee assignments will proceed as normal.

Candidates for international SBP assignments during this period may be exceptionally granted alternative working arrangements to work from their place of recruitment until restrictions are lifted. This is at the discretion of the host entity. Candidates proceeding to interview are recommended to discuss the likelihood of travel and possible alternative arrangements with the host entity. If selected, candidates should carefully consider the circumstances before accepting SBP's offer.

In cases where the UN Host Entity partner has requested the SBP to perform their assignment remotely, the Post Adjustment Multiplier (PAM) and related entitlements to be paid may be adjusted to the temporary duty station from where the SBP has been requested to work if requested by the UN Host Entity.

The initial contract is issued upon arrival for the period indicated above. The contract can be extended depending on the continuation of the mandate, availability of funding, operational necessity and satisfactory performance. However, there is no expectation of renewal of the assignment.

A SBP receives a Volunteer Living Allowance (VLA), which is composed of a Monthly Living Allowance (MLA) and a Family Allowance (FA) for those with dependents (maximum three).

The Volunteer Living Allowance (VLA) is paid at the end of each month to cover housing, utilities, transportation, communications and other basic needs. The VLA can be calculated by applying the Post-Adjustment Multiplier (PAM) to the VLA base rate US\$ 1,651. The VLA base rate is a global rate across the world, while the PAM is duty station/country-specific and fluctuates monthly according to cost of living. This method ensures that international SBPs have comparable purchasing power at all duty stations irrespective of varying costs of living. The PAM is established by the International Civil Service Commission (ICSC) and is published at the beginning of every month on the ICSC website - <http://icsc.un.org>.

In non-family duty stations that belong to hardship categories D or E, as classified by the ICSC, international SBPs receive a Well-Being Differential (WBD) on a monthly basis.

Furthermore, SBPs are provided with a settling-in-grant (SIG) at the start of the assignment (if the volunteer did not reside in the duty station for at least 6 months prior to taking up the assignment) and in the event of a permanent reassignment to another duty station.

SBP provides life, health, permanent disability insurances as well as assignment travel, annual leave, full integration in the UN security framework (including residential security reimbursements).

SBPs are paid Daily Subsistence Allowance at the UN rate for official travels, flight tickets for periodic home visit and for the final repatriation travel (if applicable). Resettlement allowance is paid for satisfactory service at the end of the assignment.

SBP will provide, together with the offer of assignment, a copy of the Conditions of Service, including Code of conduct, to the successful candidate.

Hiring Manager for this assignment:

Ahmed Aida, Chief Field Operations, N'Djamena

Alternate Hiring Manager for this assignment:

Adaman Ouedraogo, Chief Field Office, Abeché

Supervisor of SBP:

Issa Djibril, Emergency Coordinator, Abeche