GENERIC JOB PROFILE

I. Post Information

Job Title: **Chief WASH** Supervisor Title/ Level: **Deputy Representative (P5)** Organizational Unit: **Programme** Post Location: **Somalia Country Office**	Job Level: **Level 5** Job Profile No.: **47150** CCOG Code: **1B06e** Functional Code: **WASH** Job Classification Level: **Level 5**

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the Organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give more children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

UNICEF's WASH under Goal Area 4 in the Strategic Plan 2018-2021: "Every child lives in a safe and clean environment" aims to achieve two specific WASH-related outcomes, that i) countries have implemented programmes to increase equitable access to safe and sustainable drinking water services in communities; and ii) countries have implemented programmes to increase equitable access to sanitation and hygiene and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations. Achieving results in these areas will allow UNICEF to contribute to ambition of the SDG targets on WASH (SDG 6.1 and 6.2) as well as to other SDGs, in particular nutrition (SDG2), health (SDG3) and education (SDG4).

UNICEF WASH focuses its efforts on increasing sustainable access to safe drinking water, eliminating open defecation, improving access to adequate sanitation and promoting hand

washing and good hygienic practices, including in schools and healthcare facilities and with particular attention to girls and to children with disabilities. Leveraging its presence before, during and after emergencies remains one of the core areas of UNICEF WASH support, ensuring timely and quality access to safe drinking water, sanitation and hygiene among children and families in humanitarian situations, lead WASH cluster coordination and strengthening national and staff capacity in preparedness and response.

UNICEF supports WASH programming across a range of countries, from stable to fragile contexts, and with emphasis technical support to strengthening the WASH enabling environment, from sub-national to global levels. This requires technical expertise and leadership role in critical areas beyond a UNICEF WASH programme towards stronger climate resilient and sustainable WASH services and more WASH sector support as sector policy and strategy; institutional arrangements (coordination, service delivery arrangements, accountability and regulation); budgeting and financing; planning, monitoring and review; and capacity development. At the senior level position, the emphasis in your role will be on demonstrating strategic, technical and management leadership on WASH areas, providing guidance in quality WASH programming, advocacy and leveraging financial and other resources for WASH build on evidence, analysis of data

Job organizational context: The Chief WASH GJP is to be used in a large Country Office (CO) where the Representative is at the D2/D1 level and WASH is an outcome result (or several output results in other outcome results) in the Country Programme (or CCPD), where results are to be achieved in a complex structure (i.e. a federal government set-up) and/or with a large budget, with a large OR-R component.

Somalia faces persistent and interconnected WASH challenges, driven by recurrent droughts and floods, climate change, protracted displacement, conflict, weak service delivery systems and limited public investment in WASH infrastructure. The position will operate in a complex federal context, requiring strong engagement with Federal and State Governments, development partners, humanitarian actors and International Financial Institutions (IFIs), including the World Bank and African Development Bank, to address immediate life-saving needs while accelerating sustainable and climate-resilient WASH services. Through its double-hatting responsibilities as UNICEF's Chief WASH and WASH Cluster Coordinator, the position will provide strategic leadership in identifying and positioning humanitarian WASH needs, strengthening inter-agency coordination, prioritizing life-saving interventions, mobilizing resources and ensuring an effective, accountable and coordinated humanitarian response, while advancing the humanitarian-development-peace nexus.

Key programme priorities include expanding equitable access to safe water, sanitation and hygiene services; strengthening government institutions, regulatory frameworks and service delivery systems; promoting sustainable financing and effective water-resource management; and advancing climate-resilient infrastructure and services. The Chief will also lead resource mobilization and innovative financing initiatives, including blended financing, leveraging IFI investments and fostering Public-Private Partnerships (PPPs) to attract private sector investment and strengthen the sustainability and scale of WASH services. The position will drive programme integration and convergence with Health, Nutrition, Education, Child Protection and Social Protection, particularly through area-based programming, community-level service delivery, disease prevention, nutrition-sensitive WASH interventions and integrated approaches to building resilience among vulnerable communities.

Purpose of the job: At Country Office level, the Chief WASH reports to the Deputy Representative for general guidance and direction. The Chief is responsible for managing and supervising all stages of the WASH programme from strategic planning and formulation to the delivery of the WASH outcome and output results. The Chief is also responsible for leading and managing the CO WASH team. The Chief WASH is accountable for ensuring that the WASH outcome and output results are achieved according to plans, allocations, results based-management approaches and methodology, UNICEF's Strategic Plan, standards of performance and accountability framework. At Regional or HQ level, the Senior WASH Adviser worked under direct supervision of the Deputy Regional Director or Associate Director respectively. A role at the regional and HQ level focuses on demonstrating UNICEF's strategic technical and management leadership in WASH generally, including in key areas as emergency preparedness and response areas, high level advocacy on WASH needs and issues, leveraging financial and other resources, build on evidence, analysis of data to mobilize resources and partnership for advancing WASH and UNICEF's contribution to achieving sustainable, resilient and inclusive SDG results in diverse contexts to "Leave No One Behind.".

III. Key function, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

1. **Managerial and technical leadership**
2. **Strategic guidance in Programme development and planning**
3. **Efficiency in programme management, monitoring and quality control of results**
4. **Advisory services and technical support**
5. **Advocacy, networking and partnership building**
6. **Quality, timeliness and predictability of humanitarian WASH preparedness and response**
7. **Innovation, knowledge management and capacity building**

1. Managerial and technical leadership

- Establish the annual work plan, determining priorities and performance measurements. Monitor workplan implementation, to ensure that WASH output results are achieved to schedule and performance standards. Report critical issues to the Deputy and Representative or Associate Director for timely action.
- Establish the annual workplan outputs, activities and developmental priorities of the WASH section staff. Provide timely guidance to enable the WASH section staff to perform their duties responsibly and efficiently.
- Manage WASH team building and motivation. Signal potential conflicts and take preventive action, in coordination with Human Resources staff.

- **Strategic guidance in programme development and planning**
- Oversee the preparation of the WASH inputs for the situation analysis. Ensure that comprehensive and current data is used to inform WASH policy and programme

development, planning, management and implementation. Keep abreast of global, regional and national WASH sector developments, for maximum efficiency and effectiveness in WASH programme design, management and implementation.

- Collaborate with colleagues and partners to discuss national WASH priorities, resources, strategies and methodologies to ensure the most strategic use of the collective resources of external support agencies.

- Lead the development of the WASH outcome and output results of the country programme (or CCPD), along with related background, strategic analysis and delivery strategies, ensuring alignment with the UNICEF's Strategic Plan, UNICEF's global WASH strategy and the country programme as well as government plans and priorities, and the role of other WASH external support agencies. Lead the development of output-related indicators, baselines, targets and means of verification. Lead the development of the WASH content of the CPAP.

- Ensure the development and management of a fund-raising strategy for WASH, aligned with the WASH output results in the country programme, and lead interactions with senior staff of donor agencies.

- Support the development and modification of UNICEF WASH policy and strategy instruments based on WASH programming monitoring, studies and assessments, and UNICEF field experience and lessons learned.

2. Efficiency in programme management, monitoring and quality control of results

- Prepare documentation for programme reviews and analytical statements on progress and constraints of WASH outcome and output results.

- Provide technical and operational support throughout all stages of programming processes for the achievement of the WASH output results. Ensure effective collaboration with other UNICEF sectors, where needed.

- With other external support agencies, analyze national government WASH sector programmes and projects, with a focus on WASH outcomes (behaviors), using bottleneck analysis tools available in the sector (WASH-BAT, CSOs, SDAs).

- Manage monitoring and evaluation of the WASH programme and its components, programme reviews and annual sectoral reviews with government and other partners and prepare reports for CO management and WASH sector coordination bodies.

- Monitor, report and certify the use of sectoral programme resources (financial, administrative and other assets), verify compliance with approved allocations, organizational rules, regulations/procedures and donor commitments, standards of accountability and integrity.

- Ensure timely donor reporting, negotiate any changes required to agreements with donor in a timely manner. Ensure systems are in place for HACT compliance.

3. Advisory services and technical support

- Participate in strategic discussions to influence national WASH policies and strategies, including the reduction of inequalities, contributing to global sector learning.
- Advise senior officials in government, NGOs, UN agencies and WASH sector donors on WASH policies, strategies and best practices.
- Lead the preparation of policy papers, reports, briefing notes and other strategic materials for use by management, donors, UNICEF regional offices and headquarters.
- Coordinate the use of technical experts from the Regional Office and HQ, as and where appropriate in the WASH programme, through remote support and on-site visits.

4. Advocacy, networking and partnership building

- Build and strengthen strategic partnerships with government counterparts, UN agencies, donor agencies, WASH institutions, NGOs, research institutes and the private sector to stimulate coordination and collaboration.
- Oversee the analysis of national budgets for WASH, cost analysis and value-for-money studies, to advocate for improvements in sector efficiency.
- Produce materials for WASH programme advocacy to promote awareness, establish partnerships and support fund-raising.
- Represent UNICEF in inter-agency discussions, ensuring that UNICEF's position, interests and priorities are fully considered and integrated in planning and agenda setting.
- Interact with global and regional initiatives and partnerships for WASH and support / assume UNICEF leadership in key global/regional WASH platforms

6 Quality, timeliness and predictability of humanitarian WASH preparedness and response

- Ensure the annual preparation/revision of UNICEF's preparedness for WASH in emergencies.
- Ensure the coordination arrangements for humanitarian WASH are in place, for instant robust coordination in case of an emergency.
- Ensure that all UNICEF WASH staff are familiar with UNICEF's procedures for responding in an emergency.
- In case of an emergency, ensure that UNICEF meets its commitments for WASH in the response and early recovery.

- Support government to strengthen WASH emergency preparedness.

7 Innovation, knowledge management and capacity building

- Organize and lead the development, implementation, monitoring and documentation of WASH action research and innovation (technical or systems), ensuring rigorous monitoring and wide sharing of results.

- Determine priorities for learning/knowledge products, covering innovative approaches and good practices, to support overall WASH sector development.

- Systematically plan, support and monitor the professional development of UNICEF WASH staff, to ensure our sector capacity remains up-to-date with latest developments.

- Organize the systematic assessment of WASH sector capacity gap analysis, in collaboration with government and other stakeholders, and support the design of initiatives to strengthen capacities systematically.

- Ensure regular updates of the UNICEF knowledge sharing platforms (Communication or collaboration SharePoint sites) with WASH learning / knowledge products in support of the organization wide Enterprise Content Management (ECM) initiative, including support in the feedback and use of the knowledge products and learnings.

IV. Impact of Results

The Chief of WASH will provide the leadership needed to enable the Country Office to achieve the WASH-related output results of the country programme. This, in turn, will contribute to the achievement of the outcome results of the Country Programme Document. When done effectively, the achievement of the outcome results will improve child survival, growth and development and reduce inequalities in the country.

ACTIONS	IMPACT
Decisions: • Decisions made on strategic planning and programme design which impact on the achievement of UNICEF WASH and global WASH cluster goals and objectives. • Decisions made on global policies, strategies and resource allocations for water and sanitation organization in emergency response programmes. • Decisions made on quality and acceptability of programme inputs for emergency response at various levels (country, regional and global).	Deficiency in decision-making and wrong judgment will adversely affect UNICEF's contribution to the WASH sector, specifically with regard to humanitarian action, with impact on the efficacy of efforts toward the CCCs and carry considerable reputational risk for the whole organization
Recommendations: • Makes recommendations on major	Wrong or inadequate recommendations

programme thrusts to ensure achievement of stated goals and objectives. • Makes recommendations on the introduction of new initiatives; establishment of new programme policies, partnership arrangements and on organizational and human resources development.	would impact negatively on both the capacity and suitability of UNICEF's engagement in the humanitarian WASH sector and in WASH in general
Errors: • Lack of understanding of situation analyses and trends could lead to the wrong direction of emergency response strategies, resulting in global and country level goals not being met and could also result in a significant proportion of UNICEF's financial resources being misspent; • Errors could compromise the relationship with governments, donors, partners and others as well as undernline the organization's credibility. Poor management could lead to low staff morale and poor performance; ● Ineffective relations with donors could lead to a decline in financial resources.	Wrong or unsound recommendation on programme strategy and implementation or on advocacy would lead to a waste of UNICEF and national resources, directly impact the quality and efficacy of UNICEF's WASH response and affect the credibility of the organization

V. UNICEF values and competency Required **(based on the updated Framework)**

i) <u>Core Values</u>

- Care
- Respect
- Integrity
- Trust
- Accountability
- Sustainability

ii) <u>Core Competencies (For Staff with Supervisory Responsibilities)</u>

- Nurtures, Leads and Manages People (2)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drive to achieve impactful results (2)
- Manages ambiguity and complexity (2)

VI. Recruitment Qualifications	
Education:	An advanced university degree in one of the following fields is required: public health, social sciences, health and hygiene behavior change communication, environmental or public health, water resource management or another relevant technical field. Additional relevant post-graduate courses that complement/supplement the main degree are required.
Experience:	DEVELOPMENTAL: a minimum of ten years of professional experience in WASH-related programmes at the national and international levels in a mix set of country context (including humanitarian, fragile, developing) is required. Proven ability to effectively lead a team to deliver results is required HUMANITARIAN: Emergency field experience working in humanitarian situations, including deployment missions (with UN-Govt-INGO) is required. Experience working in multiple geographic regions is strongly desirable
Language Requirements:	Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.

VII. Technical requirements	
1. Rural water supply for low- and middle-income countries - including water safety, sustainability 2. Rural sanitation for low- and middle-income countries, incl sustainability; applying CATS principles, including Market Based Sanitation 3. Urban sanitation for low- and middle-income countries, incl sustainability 4. Handwashing with soap 5. WASH-in-Schools and Health Centres 6. Menstrual hygiene management 7. National government WASH policies, plans and strategies 8. Analysis of national budgets and expenditure for basic WASH, and related advocacy 9. Risk Informed Programming, Climate resilient WASH programmes	Basic to expert knowledge of all components
1. Humanitarian WASH - preparedness	In-depth knowledge of

2. Humanitarian WASH - response and recovery	both components
1. Humanitarian WASH – coordination of the response	In-depth knowledge of concepts and UNICEF role
2. Programme/project management. Quality assurance 3. Capacity development 4. Knowledge management, including knowledge dissemination and use. 5. Monitoring and evaluation	Expert knowledge of two components and basic knowledge of the other two components
1. Human rights and WASH 2. Gender equality and WASH 3. WASH Nutrition programming	In-depth knowledge