



tearfund

VACANCY ANNOUNCEMENT

POSITION: WASH Advisor

LOCATION: Based in Bor but with frequent travels & support to multiple states in South Sudan

STARTING DATE: ASAP

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

Our vision is to see all people freed from poverty, living transformed lives and reaching their God-given potential by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund's South Sudan Programme is looking for a suitable South Sudanese candidate to fill in the position of **WASH advisor based Bor but with frequent travels & support to multiple states in South Sudan.**

1. JOB OVERVIEW

The WASH Specialist supports the implementation of WASH projects with the aim of ensuring quality implementation of WASH work in Tearfund's project areas across South Sudan. The WASH Advisor is expected to provide specialized WASH technical leadership (both hardware and software), conduct situational analyses in the field, provide strategic and technical support in design, implementation, monitoring and evaluation of WASH projects, documentation of sector plans and institutional learning. Cooperation and coordination with local governments, UN agencies, National WASH cluster and other NGOs is vital for the position as well as being able to do financial priorities and reports. Staff capacity building will also be a key part of the role.

2. POSITION IN ORGANISATION

- Grade: A5
- Reports to the Deputy Country Director – Programmes
- Work Closely with the Area coordinators and undertaking mutually agreed assignments
- Dotted Line responsibility with Project Managers/WASH Team in the field
- Work closely with Tearfund's WASH Lead (UK) and roving WASH advisors (regional)

3. ORGANIZATIONAL REQUIREMENTS

- The post-holder will, at all times, carry out their responsibilities with the utmost respect for the protection of children in accordance with Tearfund's Child Protection Policy.
- The post-holder will be required to actively participate in the spiritual life of Tearfund in the following ways:
 - To model Godly leadership in all aspects of character and conduct.
 - To lead or contribute in Christian worship, prayer, teaching and biblical reflections during collective staff prayer times and encourage staff to attend as is appropriate.

10 OCT 2018

Sign: 

- To be committed to and share in the outworking of Tearfund's Mission, Purpose, Values and Beliefs statement.
 - To actively work and live in accordance with Tearfund's Statement of Faith and Tearfund's Christian ethos.
 - To pursue and maintain a Christian faith through ongoing personal spiritual development and a relationship with God.
- The post-holder will be expected to behave in accordance with Tearfund's 'Code of Conduct' as referred to in the Personal Conduct Policy.

3. KEY RESPONSIBILITIES

3.1. PROGRAMME STRATEGY

- Help shape the inclusion of WASH in the overall South Sudan Programme Framework and ensure that WASH programming aligns with the Country Strategy.
- Monitor the humanitarian situation and potential future scenarios with respect to the WASH sector, providing detailed reports and analysis, recommending to the senior management team appropriate sector-related responses.
- Keeping up to date with current thinking in the WASH sector especially in relation to South Sudan but also looking wider to see what can be of relevance to the South Sudan context.
- Ensure Tearfund's purpose, values, and the programme objectives are communicated amongst sector staff and facilitate input from sector staff in the strategic planning process.
- Reviewing sector progress against strategic objectives, budget expenditure, Human Resources, and any other sector concerns and providing advice and/or recommendations to the project managers/Area Coordinators

3.2. PROJECT SUPPORT / QUALITY ASSURANCE

- Lead/support and advise project staff on sector data collection and analysis through participatory needs / vulnerability & capacities assessments, baseline and end of project surveys of targeted communities.
- Provide technical sector assistance for the development of concept notes, lead on project design and proposal and budget preparations for institutional and private donors to meet identified needs and strengthen local capacities within the sector.
- Develop, design and produce sector specific methodologies, resources and materials, reviewing them to ensure they are contextualised and appropriate, for use by the project teams.
- Advise and follow up on the implementation of project interventions to achieve project outputs and objectives, including regular monitoring and mid-term reviews in accordance with Tearfund and donor requirements.
- Build the capacity of sector and project staff by providing formal and informal training sessions for sector and project staff to improve their awareness and skills with respect to implementation of sector activities, and provide on-going mentoring to specific key staff
- Lead/support and/or participate in end of project learning reviews and evaluations as appropriate and in the analysis of results.
- Provide support, and as necessary lead, on monitoring the progress of projects involving WASH from beginning to end (from feasibility stage to design through to construction and hand over) ensuring the timely compilation of situation updates, monthly and other narrative / financial reports for field, Head Office, and donors.
- Support in selection of contractors and review of tender specifications and contractor capacity assessments.
- Support in development of BOQs for WASH construction works
- In collaboration with the global technical team, conduct regular technical quality assessments for the different types of water and sanitation systems done by the Tearfund South Sudan teams and develop contextually appropriate guidelines and minimum standards for each system type.

10 OCT 2018

[Handwritten signature]

3.3. CORPORATE POLICY AND COMPLIANCE

- Responsible for ensuring health and safety is considered in implementation of sector activities, ensuring policy is understood by staff
- Responsible for induction of sector project staff, ensuring their familiarity with Tearfund's mandate, values, Quality Standards, policies and programme objectives and their individual responsibilities in upholding these standards and policies.
- Keeping up to date with environmental matters and being aware of the policies and developments in areas of operation
- Keeping up to date with general WASH matters in the country and being aware of South Sudan government policies/laws in relation to WASH.
- In conjunction with the Finance Manager and finance staff, ensure financial management for sector activities is in accordance with Tearfund financial systems and policies.
- In conjunction with the Logistics Manager and logistics staff, ensure logistics systems for sector activities (procurement, transport, storage, communications) are in accordance with Tearfund logistics systems and policies.

3.4. TEAM MANAGEMENT

- Support the Area Coordinator's leadership to the sector teams, ensuring clarity over sector plans and priorities within projects, encouraging effective team work and inclusiveness, and building a team spirit through regular meetings and team events.
- Support Tearfund's performance management system by contributing to objective setting, probationary reviews, and performance appraisal feedback for dotted line project staff
- Support the implementation of Tearfund's staff development policy, including personal development planning, across project teams in a way that is consistent and transparent.
- Provide spiritual leadership to the programme team and pastoral support where appropriate.

3.5. EXTERNAL REPRESENTATION

- Represent Tearfund to other NGOs and UN agencies, ensuring coordination and constructive working relations, and attending relevant national level inter-agency coordination meetings or delegating to staff as appropriate.
- Develop and oversee the implementation of policy influencing (advocacy) activities for the sector at relevant local and regional levels, in consultation with the WASH Programme Manager.
- Facilitate relationship building with Tearfund Partner organisations and collaborative work in accordance with the Programme Framework.
- Participate within professional/academic research and information-sharing networks to keep abreast of sector developments and key initiatives; coordinate with relevant sector specialists at regional level.

PART 2 – PERSON SPECIFICATION

JOB TITLE: WASH Advisor

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree or equivalent in a WASH related subject 	<ul style="list-style-type: none"> • Engineering related subject with specialism in Water, Hygiene and Sanitation provision • Management qualification • Additional qualification in Public Health or Hygiene related subject
EXPERIENCE	<ul style="list-style-type: none"> • At Least three years of substantial proven experience in WASH project design and implementation delivering 	<ul style="list-style-type: none"> • Working to Core Humanitarian Standards, SPHERE, People In Aid

10 OCT 2018

Signature

	<p>both construction of water and sanitation infrastructure plus community awareness and training on health and hygiene</p> <ul style="list-style-type: none"> • Experience in the following areas <ul style="list-style-type: none"> ○ Delivering quality WASH projects ○ Strategic planning ○ Project design and planning ○ Technical design of water and sanitation infrastructure ○ Surveys and needs assessments ○ Funding applications 	<p>and Red Cross Codes of Conduct.</p> <ul style="list-style-type: none"> • Experience with different Hygiene and Sanitation approaches such as PHAST, CLTS, CHC, CHAST, etc. • Experience of working in fragile contexts
SKILLS/ ABILITIES	<ul style="list-style-type: none"> • Mentoring/coaching skills • Excellent written and verbal communication skills • Strong analytical and problem solving skills • Proposal and report writing skills • Negotiation and influencing skills • Networking and representation skills • Computer literate 	<ul style="list-style-type: none"> • Training and mentoring skills
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Committed Christian with a personal relationship with God • Committed to regular Christian fellowship with other Christians • Christian motivation in relation to injustice and serving those in need. • Emotionally & spiritually mature • Team player • Ability to lead, participate and facilitate in collective staff prayer and bible studies • Commitment to accountability to beneficiaries and transparency, showing dignity and respect, and demonstrating listening and understanding • Understanding and sensitivity to cross cultural issues • Flexible and adaptable to ever changing environments • Ability to remain calm under pressure • Diplomatic and determined • Willingness to travel across the programme and live in basic conditions 	<ul style="list-style-type: none"> • Networking • People developer and motivator

How to Apply:

If you believe you are the candidate we are looking for, please submit your CV and cover letter **only in English** detailing your experience for the post and include your email and skype address. The subject matter of your email should be the title of the job you are applying for. The closing date: 24th October 2018 at 5:00pm. This position is an urgent fill so candidate's applications will be reviewed on an ongoing basis and not necessarily at the closing date. Only shortlisted candidates will be contacted for interviews.

Applications on hard copies should be submitted to PAH Office in Bor while applications on soft copies should be sent to southsudan-recruitment@tearfund.org.



Approved
 11/10/2018
 JG LPS