

**VACANCY ANNOUNCEMENT**



**JOB TITLE:** WASH Programme Development Manager  
**DUTY STATIONS:** Wau, covering North Operation  
**REPORTING TO:** Area Manager North  
**STARTING DATE:** ASAP  
**DURATION:** 1-year Contract(Renewable)  
**SALARY:** Attractive as per NRC National Scale

The Norwegian Refugee Council (NRC) is an independent humanitarian organisation. Our task is to improve international protection of refugees and internally displaced persons, and to offer humanitarian assistance regardless of race, nationality or political views. Our efforts are founded on the principle that all human beings are entitled to a life in peace, liberty, safety and equality, as this is expressed in the Universal Declaration of Human Rights. NRC has been working in South Sudan since 2004. Our core activities include Education, Shelter & WASH, Food Security & Livelihoods (FSL), and Information, Counselling & Legal Assistance (ICLA).

All NRC Employee are expected to work in accordance with the organization's values. to be **dedicated, innovative, inclusive** and **accountable** are attitude and believe that shall guide our actions and relationships.

1. The purpose of the Project Development Manager is to be responsible design, develop and implement WASH programme/project with the aim of start-up and expand WASH response in a static and post emergency setting.

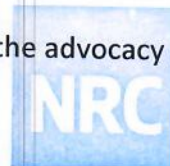
**2. Role and responsibilities**

The purpose of the Project Development Manager is to be responsible design, develop and implement WASH programme/project with the aim of start-up and expand WASH response in a static and post emergency setting.

**Generic responsibilities (max 10)**

These responsibilities shall be the same for all positions with the same title. The responsibilities shall be short and

1. Develop WASH strategy, technical SOPs / guidelines and Macro LFAs
2. Compliance and adherence to NRC policies, WASH tools, handbooks and guidelines
3. Responsible of development and manage funding proposal, project budgets and donor reports
4. Overall management of project staff
5. Coordinate and manage WASH project implementation (activities, budget and project documentation) in line with proposals, strategies and donor requirements
6. Ensure capacity building of project staff and transfer key skills
7. Liaison and collaborate with relevant local and national authorities and stakeholders and represent NRC in relevant forums/cluster/working groups.
8. Promote the rights of IDPs/returnees in line with the advocacy strategy



### **Specific responsibilities**

These responsibilities shall be adapted to the particularities of the job location and context, phase of operation, strategic focus and type of intervention. This section shall be revised whenever a new employee is hired or the context changes significantly.

- Support the consideration and inclusion of cash-based interventions and market-based approaches within (and across) NRC core competency responses, where appropriate.
- Support Rapid Response Team in WASH programming
- Represent NRC in WASH cluster and other relevant coordination platforms
- Ensure WASH data is captured in GORS and any other NRC data system in coordination with M&E team
- Develop and revise designs of common WASH structures
- Contribute to Project Proposal Development and donor reporting on WASH projects

### **Critical interfaces**

By interfaces, NRC means processes and projects that are interlinked with other departments/units or persons. Relevant interfaces for this position are:

- Strategy and project planning: South Sudan CC specialist, CC Advisers in HO and RO; RRM Program Manager
- Area operations: Field Office Coordinators; Finance and logistics
- Area Managers and WASH Project Implementing Teams

### **Scale and scope of position**

|                   |   |
|-------------------|---|
| Staff:            | Numbers and titles of staff directly managed or Matrix Managed by the post holder, and numbers of staff and daily workers/incentive staff responsible for overall in the unit (5 project officers and 2 Project assistants) |
| Stakeholders:     | Key external stakeholders the post has relationships with (e.g. UN agencies, INGOs, local NGOs, civil society, governmental bodies)   |
| Budgets:          | SSFM2022  |
| Information:      | GORS,   |
| Legal compliance: | or term of employment, vendors, donors)   |

## **3. Competencies**

Competencies are important in order for the employee and the organisation to deliver desired results. They are relevant for all staff and are divided into the following two categories:

### **1. Professional competencies**

These are skills, knowledge and experience that are important for effective performance.

#### **Generic professional competencies:**

- Minimum 3 years of experience from a senior level project implementation position in a humanitarian/recovery context
- University Degree in Engineering, Public Health, or related field
- Experience from working in complex and volatile contexts
- Technical WASH expertise with focus on hard ware
- Documented results related to the position's responsibilities



- Knowledge and skills in market analysis, cash-based interventions and market based programmes
- Knowledge about own leadership skills/profile
- Fluency in English, both written and verbal
- Valid driver's license

**Context/ Specific skills, knowledge and experience:**

- Example: Knowledge of the context in South Sudan
- Example: Knowledge of the local language South Sudan is an advantage
- Example: Experience with start-up

**2. Behavioural competencies (max 6)**

These are personal qualities that influence how successful people are in their job. NRC's Competency Framework states 12 behavioral competencies and the following are essential for this position:

- Managing resources to optimize results
- Managing performance and development
- Empowering and building trust
- Handling insecure environments

**4. Performance Management**

The employee will be accountable for the responsibilities and the competencies, in accordance with the NRC Performance Management Manual. The following documents will be used for performance reviews:

- The Job Description
- The Work and Development Plan
- The Mid-term/End-of-trial Period Performance Review Template
- The End-term Performance Review Template
- The NRC Competency Framework

**Application Procedure:**

- The applicant must provide a detailed CV as well as an application letter with an explanation as to why he/she would like to work for NRC, and why you believe you are the best candidate for this position. Contact details including phone numbers and address plus three references (one of these should be your current or most recent employer) are essential.
- Please do not submit original certificates. Submitted application documents will **NOT be returned**.
- Applications must be submitted no later than on the **20<sup>th</sup> July 2020** by email [SS.job@nrc.no](mailto:SS.job@nrc.no), or in an enclosed envelope clearly marked "**WASH Programme Development Manager**" to any new by NRC offices

**Only short-listed candidates will be contacted, by e-mail or by phone.**

**FEMALE WITH REQUIRED QUALIFICATION AND EXPERIENCE ARE ENCOURAGED TO APPLY**

**The position is open to South Sudanese Nationals Only**