

**USAID Gender Aware Sustainable Water, Sanitation and Hygiene (WASH) Activity
SCOPE OF WORK**

TITLE: Sanitation and Environmental Compliance Specialist/ Manager
DURATION OF CONTRACT: LTTA
LOCATION: Juba, South Sudan
SUPERVISOR: Technical Lead – Infrastructure Manager/ Director

**Project Background:**

The purpose of the Gender Aware, Sustainable Water, Sanitation and Hygiene (WASH) Activity is to expand gender-transformative sustainable access to basic safe drinking water, basic sanitation coverage, and increase uptake of key hygiene behaviors to improve health and household resilience in accordance with USAID/South Sudan's Strategic Framework. Over 5 years, the Gender, Aware, Sustainable WASH Activity intends to implement WASH improvements across the following 13 counties in South Sudan – Mayendit, Leer, Panyijar, Jur River, Wau, Kapoeta North, Budi, Baliet, Ulang, Akobo, Uror, Duk, and Pibor.

Position Summary:

The Sanitation and Environmental Compliance Specialist/Manager will be responsible for technical inputs on sanitation infrastructure and ensuring environmental mitigation and monitoring compliance for activities implemented under the Gender Aware, Sustainable WASH Activity. This includes design and implementation of institutional latrines (e.g. at schools, health facilities, etc.), contributing to technical elements related to implementation of Community Led Total Sanitation (CLTS) activities, and mitigation and monitoring requirements for activities designated in the Environmental Mitigation and Monitoring Plan (EMMP) as "Negative Determination with Conditions". It also includes carrying out mitigation and monitoring requirements in the Environmental Assessment (EA) for activities designated as "Positive Determination." The Sanitation and Environmental Compliance Specialist/ Manager will also provide training and guidance to Activity staff across technical and operational teams to implement the EMMP and Climate Risk Management (CRM) plans, and conduct environmental monitoring and reporting so that the project meets USAID's environmental compliance requirements per 22 CFR 216. The Sanitation and Environmental Compliance Specialist/ Manager will report to the Technical Lead – Infrastructure Manager/ Director and work in consultation with the Senior Water Engineer, WASH Infrastructure Specialists, and the Operations and Maintenance (O&M) Manager, along with colleagues across multiple technical and field-based offices. Following are the three overarching areas of the job:

- Together with the CLTS Manager and under the guidance of the Technical Lead, design the viable, localized, and contextual CLTS model for household sanitation coverage in the project geographies.
- In coordination with and guidance from the Mission Environmental Officer (MEO) and the DT Global Environmental Lead, prepare Environmental Review Forms (ERF), EMMPs, and other necessary environmental compliance standards (including environmental compliance audits) for all project water and sanitation infrastructure activities.
- Work with the contracted partner A/E firm on the design, monitoring, and delivery of construction activities related to sanitation.

This position may be hired at a Specialist or Manager level with applicant CVs assessed based on the qualifications listed below.

Duties and Responsibilities:

- Lead (in coordination with Infrastructure Manager and Senior Water Engineer) all technical aspects relating to sanitation infrastructure development, including but not limited to recruitment and oversight of local sanitation construction firms, sanitation infrastructure design, and construction monitoring.
- Support implementation of CLTS activities with technical design work for household latrines.
- Identify, design, implement, and monitor institutional latrine construction projects.





- Assist in preparation of the EMMP
- Develop monitoring checklists in compliance with EMMP, EA, CRM plans, and other environmental monitoring
- Develop EAs on new activities (as required)
- Review the Gender Aware, Sustainable WASH Activity EMMP and prepare EAs on new activities incorporating mitigation measures as appropriate from the EMMP, and in consultation with Climate Risk Management plans
- Participate in annual work planning to ensure that adequate resources and planning are allocated for sanitation activities and environmental compliance requirements, updating the EMMP to accommodate additional activities or change in project scope as necessary
- Provide training and oversight or guidance to Activity staff in environmental monitoring to facilitate implementation of the activity's EMMP
- Assist in the preparation of environmental monitoring checklists for WASH Infrastructure Specialists to complete during site visits and monitoring
- Conduct regular visits to project sites, to provide technical assistance and ensure proper implementation and monitoring of environmental mitigation in compliance with EMMP and EA mitigation measures
- Assist in the coordination with third party monitors to review and understand environmental requirements set forth by the Activity Scoping Statement and EA and organize Activity staff and resources to enable monitoring and compliance in accordance with these documents
- Assist in the preparation of environmental monitoring and reporting summaries to recognize achievements for required progress reports, including monthly, quarterly, semi-annual, and annual reports for the Technical Lead, as needed
- Other tasks as assigned by supervisor

Education and Certifications:

- Completion of secondary school required (Specialist) with collegiate or technical education desired, or Bachelor's degree required (Manager), preferably in private environmental engineering, environmental science, WASH, international development, social science, social or public policy, or a related field of study or equivalent certificate. Engineering degree strongly preferred. A combination of a post-secondary Diploma in a relevant field and additional relevant professional experience may be considered.

Key Position Competencies and Experience:

- Between two to four (2 – 4) years of progressive experience (Specialist), or between four to six (4 – 6) years of progressively responsible experience (Manager) in environmental engineering, WASH, water resource management, or relevant field required, particularly for an international development implementing partner or Non-Governmental Organization
- Between one to five (1 – 5) years of experience (Specialist), or minimum five (5) years of experience (Manager), working on USAID and other donor funded projects, focusing on grant-making projects, preferably including recent experience with WASH, gender, and stabilization
- Between one to two (1 – 2) years managing a department of 3 or more people (Manager)
- Recent experience as an environmental, WASH, or water resources specialist for USAID funded projects preferred
- Experience in providing in-person or remote trainings to staff or partners with differing exposure to environmental monitoring and compliance on USAID-funded implementation projects
- Experience assisting in the preparation of EMMPs, EAs, ESRs, Climate Risk Screening, or PERSUAPs for USAID implementation projects in water resources and infrastructure
- Familiarity with donor policies, such as USAID's 22 CFR 216 and ADS Parts 201.5.10g and 204 environmental regulations
- Demonstrated understanding of Water, Sanitation, and Hygiene activities in South Sudan
- Demonstrated understanding of South Sudan environmental regulations
- Proficiency in Microsoft Office programs

- Strong organizational and interpersonal skills and ability to work calmly under high stress and in a very fast paced environment
- Ability to synthesize and summarize large amounts of complex information so that it can be presented in a simple and easy to understand way
- Effective written and oral communication skills
- Demonstrated problem solving and analytical skills and good judgement
- Be proactive, have strong prioritization skills, and ability to work cross-culturally
- Possess demonstrated leadership skills, humility, and self-awareness
- Have a basic understanding of local and national context relevant to the program
- Ability to communicate clearly and concisely (fluency), both written and verbally in English and spoken Arabic required, and other local languages preferred
- Position open to South Sudan nationals only

**DT Global Core Competencies:**

- **Teamwork:** Works cooperatively and effectively with others to achieve common goals. Participates in building a culture characterized by inclusion, trust, and commitment
- **Communication:** Effectively conveys information and expresses thoughts professionally. Demonstrates effective use of skills and displays openness to other people's ideas and thoughts
- **Adaptability:** Adjusts planned work by gathering relevant information and applying critical thinking to address multiple demands and competing priorities in a changing environment
- **Customer/Client Focused:** Anticipates, monitors, and meets the needs of customers and responds to them in an appropriate and responsive manner
- **Diversity & Inclusion:** Conveys respect for diverse individuals and perspectives; models inclusive behavior and treats everyone fairly
- **Professionalism:** Displays appropriate and ethical behavior, integrity, and personal presentation in the workplace always; demonstrates respectful communication for others, both verbal and non-verbal

Application Process:

To apply, please send your CV and Letter of Motivation **as one single document** to gaswash.recruiting@dt-global.com. Your attachment must be less than 1 megabyte in size; your CV must include your full name, email, and phone number; and DO NOT submit any other recruitment documents at this time. In the email subject line, include the **title AND location** of the position you are applying for, as advertised at the top of this job vacancy announcement. Please **apply electronically**, DT Global South Sudan will not be accepting paper copies at this time. Only candidates who are short-listed will be contacted. **The deadline for submissions is Monday, December 20, 2021, at 05:00PM (17:00), CAT.** Emailed CVs received after this time will be considered only at DT Global South Sudan discretion.

DT Global South Sudan is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, veteran status, gender identity, or national origin. DT Global prohibits discriminating against employees and job applicants who inquire about, discuss, or disclose the compensation of the employee or applicant or another employee or applicant.