

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

TITLE: Community Led Total Sanitation (CLTS) Manager
DURATION OF CONTRACT: LTTA
LOCATION: Juba, South Sudan
SUPERVISOR: Technical Lead - Social Behavior Change (SBC) and Gender Equity and Social Inclusion (GESI) Manager/ Director

50.14.3
Approved by
SBC Specialist
01 DEC 2021
MINISTRY OF LABOUR
REPUBLIC OF SOUTH SUDAN, JUBA

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 Community Led Total Sanitation (CLTS) Manager is responsible for contributing to the development and implementation of an at-scale, demand-led, geographically, and needs-tailored Community-Led Total Sanitation plan seeking to transform behaviors of all households to adopt sanitation facilities throughout targeted regions, and push communities with existing facilities up the sanitation ladder. Reporting to the Technical Lead - Social Behavior Change (SBC) Advisor and Gender Equity and Social Inclusion (GESI) Manager/ Director, the CLTS Manager will work with their component colleagues focused on SBC and GESI across multiple field offices to develop and implement cross-cutting activities.

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

Duties and Responsibilities:

- Assist in the development of an at-scale, comprehensive SBC strategy, including creation of demand-led, locally tailored CLTS plans, grounded in formative research, to increase the adoption of key sanitation and hygiene practices and shift harmful gender norms
- Design and conduct formative research by using existing partner data to conduct desk research to inform information gaps, and designing research surveys for data gathering to be conducted by SBC Specialist project staff located in multiple field offices
- Create partnerships with CLTS and WASH cluster working groups at the national and county level, in order to better coordinate CLTS triggering events and media campaigns and build upon existing knowledge and partner initiatives
- Design aspiration-based marketing campaigns that create demand for sanitation and hygiene products
- Undertake activities in communities, institutions, and households to promote improved WASH practices and shift harmful gender norms, such as community conversations, dialogues, and discussions that address specific behaviors and social norms around gender
- Conduct CLTS triggering, follow-up, verification, and certification activities tailored to communities, with modifications informed by research results
- Implement activities that equip Community Leaders and WASH Champions with the skills and resources to connect target communities with model latrines and resources for basic latrine construction; to follow up with households to reinforce do-it-yourself sanitation construction; and to align vendor marketing activities of sanitation products to meet increased demand and allow people to climb the sanitation ladder

- Collaborate with other technical component colleagues across multiple field offices in order to implement activities that work across the given component
- Conduct regular visits to project sites, to provide technical assistance and ensure proper implementation and monitoring of CLTS project activities
- Lead in drafting inputs to 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 Bachelor's degree required, preferably in WASH, capacity building, public health, international development, social or public policy, or a related field of study or equivalent certificate. 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 four to six (4 – 6) years of progressively responsible experience in community sanitation, community mobilization and/or CLTS required, particularly for an international development implementing partner or Non-Governmental Organization
- Minimum five (5) years of experience working on USAID and other donor funded projects, focusing on grant-making projects, preferably including recent experience with WASH, gender, and stabilization
- One to two (1 – 2) years managing a department of 3 or more people
- Demonstrated knowledge of Community Led Total Sanitation theory, analytical work, and trends in current programming and donor policy
- Familiarity with donor policies, such as USAID's gender and social inclusion policies
- Demonstrated knowledge of community sanitation and CLTS in the South Sudanese context
- Experience in facilitating in-person or remote triggering activities with communities
- Demonstrated knowledge of market-based sanitation components and premises
- 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 versatility
- Have integrity, empathy, and demonstrated ability to work cross-culturally
- Possess demonstrated leadership skills, humility, and self-awareness
- 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.

