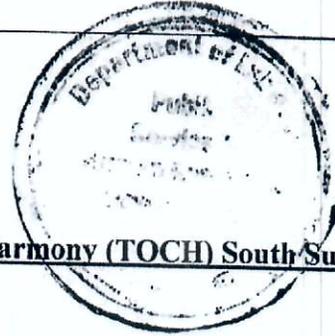




TOCH
South Sudan

The Organization for Children's Harmony



Career Opportunity at the Organization for Children's Harmony (TOCH) South Sudan.

About TOCH

Established in 2008, the Organization for Children's Harmony – (TOCH) is national non-governmental organization, humanitarian, development and advocacy organization, dedicated to working with and for children, women, their families and the entire communities to achieve a just, peaceful and prosperous community. TOCH South Sudan has operations across five states in South Sudan namely; Warrap state, Western bar el ghazal, Lakes state, Northern Bar el Ghazal State and Juba as its Headquarters.

TOCH is legally registered by the government of South Sudan as a National Non-Governmental Organization (NGO) in 2011 by the Ministry of Legal Affairs and Constitutional Development (No.1115) and with South Sudan Relief and Rehabilitation Commission (SSRRC) (No.1086).

TOCH Works along the thematic areas of protection (child protection, GBV and general protection), community security & Peace building, Food Security, livelihoods and livestock, Education and live skills in four states of South Sudan.

Job title	WASH Officer
Location	Kuajok with field travel to Gogrial West & Twic counties of Warrap state
Reporting to:	Project Coordinator
Contract length	12 months

Overall purpose of the Role:

The WASH Officer will lead the implementation of inclusive and sustainable water, sanitation, and hygiene (WASH) interventions under the integrated program. The role focuses on strengthening governance, supporting inclusive policy frameworks, capacity building, and community engagement. The Officer will work closely with local government, community structures, and other stakeholders to ensure access to equitable and inclusive WASH services.

Key Responsibilities:

1 Policy Engagement and Institutional Support

- Provide technical assistance to local government officials and policymakers on inclusive WASH principles.
- Support the drafting, review, or revision of WASH-related by-laws and policies that integrate inclusion, equity, and accountability.
- Facilitate the establishment and coordination of multi-stakeholder WASH platforms to oversee policy development and enforcement.

2. Capacity Building and Structure Strengthening

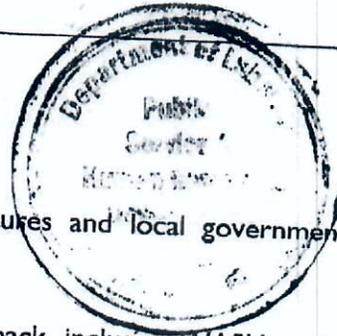
- Train newly established or existing WASH structures (e.g., WASH committees, user associations) on governance, inclusion, and sustainability.
- Train staff, local government representatives, and community structures on Complaint and Feedback Mechanisms (CFM), accountability, and WASH-related rights.





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- Strengthen linkages between community-level WASH structures and local government to improve coordination and service delivery.

3. Community Engagement and Social Behavior Change

- Conduct community awareness sessions on the right to feedback, inclusive WASH, and accountability mechanisms.
- Facilitate community dialogues, behavior change sessions, and social mobilization activities using approaches such as:
 - Community-Led Total Sanitation (CLTS)
 - Hygiene promotion campaigns
 - Community conversations on social norms and WASH practices

4. Technical WASH Support and Infrastructure

- Oversee the rehabilitation and functionality of water points, especially boreholes, in collaboration with local authorities and technicians.
- Ensure water facilities are accessible to all, including women, children, elderly persons, and persons with disabilities.
- Monitor and report on the quality and sustainability of WASH services, identifying and addressing operational gaps.

Qualifications and Experience:

- University degree in Environmental Health, Water and Sanitation Engineering, Public Health, Development Studies, or a related field.
- Minimum 3 years of experience implementing WASH programs in humanitarian or development contexts.
- Demonstrated experience in inclusive WASH programming, community mobilization, and policy support.
- Technical knowledge of water supply infrastructure, especially borehole rehabilitation.
- Experience in training facilitation, stakeholder engagement, and local governance support.
- Fluent in English and at least one local language.

Technical Skills:

- Strong knowledge of inclusive WASH principles, human rights to water and sanitation, and gender and disability inclusion.
- Practical skills in designing and facilitating CFM (Complaint and Feedback Mechanisms), community conversations, and social behavior change (SBC) interventions.
- Ability to apply conflict-sensitive, community-based, and participatory approaches in WASH programming.
- Understanding of WASH-related linkages to health, education, protection, and resilience.

Communication & Interpersonal Skills:

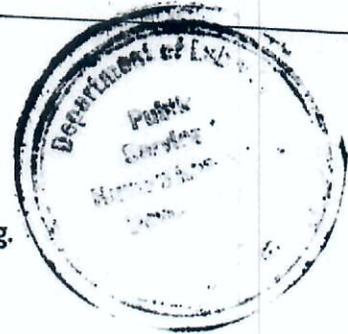
- Excellent facilitation, coordination, and training delivery skills for diverse audiences.
- Strong interpersonal skills and ability to build effective partnerships with government, NGOs, community groups, and donors.
- Proficient in written and verbal communication in English; fluency in local languages is an asset.





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Personal Attributes:

- Passion for community empowerment and rights-based programming.
- Strong organizational, analytical, and problem-solving abilities.
- Comfortable working in remote and low-resource environments.
- Culturally sensitive, team-oriented, and committed to inclusive development.

Core Competencies:

- Technical WASH expertise
- Inclusive and rights-based programming
- Training and facilitation skills
- Stakeholder coordination and networking
- Community engagement and accountability
- Strong analytical and documentation skills

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Equal Opportunities

TOCH is an equal opportunity employer. We are committed to creating an inclusive environment for all employees. We do not discriminate on the basis of race, religion, color, sex, gender identity, age, disability, marital status, or any other status protected under applicable law. All qualified applicants are encouraged to apply, particularly women, persons with disabilities, and other underrepresented groups.

Child Protection Policy and Protection from Sexual Abuse and Exploitation:

We are committed to keeping children safe so our selection process, which includes rigorous background checks, reflects our commitment to the protection of children from abuse and Sexual exploitation and abuse.

This position is only for South Sudanese National

How to Apply:

- Please send your CV/ Cover Letter with attached copies of your national ID to recruitment@toch-ss.org or hand deliver to TOCH Juba Office (near St Lawrence Academy) or any TOCH Field Offices in Wau (within South Sudan Council of Churches), Kuajok, Tonj South and Tonj North.
- Females are strongly encouraged to apply
- Deadline for receiving applications shall be on 7th January 2026 4:00 PM
- Only short-listed Candidates shall be contacted
- Any application sent after this deadline shall not be considered for short list.

Due to urgency of the position, applications will be reviewed on a rolling basis and the position may be filled before the deadline



Approved by Acting Director
of Labour, Warrap State
Labour and Social Affairs

