

Vacancy Announcement

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

SCOPE OF WORK

TITLE	:	Social Behavior Change Specialist
DURATION OF CONTRACT	:	LTTA
LOCATION	:	Kapoeta, Eastern Equatoria state
SUPERVISOR	:	Regional Program Manager (RPM)



Project Background:

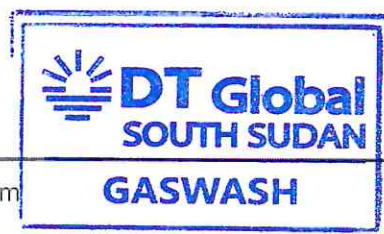
The purpose of the Gender Aware Sustainable Water, Sanitation and Hygiene (GASWASH) Activity is to expand gender-transformative sustainable access to basic safe drinking water, basic sanitation coverage, and increase uptake of key hygiene behaviors to improve health and household resilience in accordance with USAID/South Sudan's Strategic Framework. The GASWASH is a USAID funded, 5 year project from October 2021 to September 2026 being implemented in the following 13 counties in South Sudan – Mayendit, Leer, Panyijar, (Unity State), Jur River, Wau (Western Bahr El Ghazal state), Kapoeta North, Budi (Eastern Equatoria state), Baliet, Ulang (Upper Nile State), Akobo, Urur, Duk (Jonglei Stat), and Pibor (Greater Pibor Administrative Area).

Position Summary:

The Social Behavior Change is responsible for implementation of social behavior change activities in the counties within the state of implementation. S/He will be responsible for ensuring technical excellence and the integration of social behavior change across all county level WASH programming specifically in Kapoeta North and Budi. They are expected to design and implement a comprehensive county specific SBC strategy (based on the national one), grounded in formative research, to improve WASH behaviors and address WASH-related social norms. The position will be responsible for activities related to the design and implementation of Community-Led Total Sanitation (CLTS) activities, use of water from improved sources, hand washing etc. Reporting to the Regional Program Manager (RPM), the SBC specialist will be expected to coordinate closely both with operational and programmatic personnel in their regional office, as well as technical component leads in the Juba-based office.

Duties and Responsibilities:

- Coordinate between Juba-based technical staff and region-based operations staff to implement SBC activities
- Leveraging the projects' SBC strategy, implement activities including community conversations, dialogues, and discussions that address increase the adoption of key sanitation and hygiene practices and shift harmful gender norms
- With guidance from the Juba-based CLTS technical specialist and the SBC Advisor, implement CLTS triggering media campaigns and events, follow-up and verification actions, and certification activities tailored to communities
- 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; follow up with households to reinforce do-it-yourself sanitation construction; and to align vendor marketing activities of sanitation products to meet increased demand
- Collaborate with other technical component colleagues in both the regional and Juba-based offices in order to implement activities that work across multiple technical components
- Conduct regular visits to project sites, to provide technical assistance and ensure proper implementation and monitoring of activities
- Other tasks as assigned by supervisor



**Education and Certifications:**

- Completion of secondary school required with collegiate with a Bachelor's degree or technical education desired, preferably in WASH, SBC 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:

- At least five years of progressively responsible experience in social behavior change, WASH, community sanitation, community mobilization and/or CLTS required, particularly for an international development implementing partner or Non-Governmental Organization
- At least two years of experience working on USAID and other donor funded projects, preferably including recent experience with WASH, gender, and stabilization
- Demonstrated knowledge of WASH, SBC, trends in current programming and donor policy
- Familiarity with donor policies, such as USAID's social inclusion policies
- Experience in facilitating in-person or remote activities with communities
- 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. We encourage you to apply electronically. However, you can deliver hard copies to our office in Juba should you be unable to send electronic application. Only candidates who are short-listed will be contacted. **The deadline for submissions is Tuesday, March 22, 2022, 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.

