

WASH Sector Lead, WV Afghanistan

Location: [Europe & the Middle East] [Afghanistan]

Town/City: Herat

Category: Water, Sanitation and Health (WASH)

PURPOSE OF POSITION:

To take the lead in developing an organization-wide industry leading integrated Water, Sanitation & Hygiene (WASH) strategy and approach for World Vision Afghanistan (WVA); coordinate the design/development of WASH interventions throughout WVA programming; ensure relevant to context WASH industry best practices and innovations are applied and effectively implemented.

MAJOR RESPONSIBILITIES:

Take the lead in developing WVA's WASH strategy and approach:

- Design and coordinate implementation of WASH situation analysis and needs assessment exercises in each zone.
- Conduct an evidence of change and capacity assessment of current and recent WVA WASH endeavors to determine lessons learned and best practices that can be applied to future WASH programming.
- Canvass experience of other WASH implementers in the country to identify practices and innovations relevant to WVA programming.
- Develop an organization-wide integrated WASH strategy and approach for WVA that is relevant and feasible for our context, innovative in nature, and aligned with WVI approaches/systems as far as they add cost effective value to programming in Afghanistan.

Coordinate the design/development and scale-up potential of WASH interventions and capacity throughout WVA:

- Identify WASH grant funding opportunities and take the lead in design and proposal development, but also provide technical assistance to other project design efforts that include or could include a WASH component.
- Develop/identify written material for guiding WASH implementation, for community awareness raising/education, and for

positioning WVA for efforts related to WASH advocacy.

- Provide/organize WASH-related technical and community process capacity development/learning opportunities for zonal based WVA supervisory and field staff.

Ensure WASH programming quality is optimized and evidence of effective change is demonstrated, documented, and leveraged:

- In partnership with WVA's MEAL team, develop a sound M&E framework for WASH programming that focuses on providing evidence of sustainable change and rationale for scale up.
- Ensure quality control of WASH initiatives and compliance with government policies/standards and international standards such as Sphere, DO NO Harm related principles of Social and Behavior Change, and gender/highly marginalized inclusion.
- Together with WVA's Communications Manager, develop and disseminate WASH related promotional and evidence-based communications products.

Represent WVA and act as focal point in national, regional and international WASH related forums and networks:

- Represent and posture WVA in WASH related clusters, forums within Afghanistan.
- Network/interact with WASH related professionals and initiatives within the MEER region and the larger WVA partnership, such as the WV WASH CoP.
- Explore partnerships with research institutions to provide an evidence-base in order to leverage additional funding and to establish credibility for WASH programming in Afghanistan within the WVA partnership and beyond.
- Identify and interact with potential partners for joint implementation of WASH programming in Afghanistan, either as sub-grantees or for forming consortiums.

KNOWLEDGE, SKILLS & ABILITIES:

- Advanced degree in a relevant field.
- Advanced written and oral English skills. (Ability to express ideas clearly and effectively, both in spoken and written)

English).

- Excellent analytical and problem-solving skills.
- Understanding of the workings of major donor agencies.
- Knowledge of project cycle elements, M&E systems design and management.
- Understanding of integrated rural community development programming and processes.
- Thorough knowledge of MS Office, Lotus Notes and data management and analysis software such as SPSS.
- Strong capacity building and facilitation skills.
- Cross-cultural sensitivity, flexible world view, emotional maturity and physical stamina.
- Self-starter who can work independently under pressure and who has ability to manage work tasks without direct supervision.
- Strong ability to work with and relate to diverse personality types, to practice relational and ideological tolerance, and to contribute to a positive organizational culture.
- Ability to maintain performance expectations and healthy social interactions in psychologically stressful environments and physical hardship conditions with limited resources.
- Willing to travel as required.
- Able to live and work within a fragile context and restricted environment.
- Commitment to World Vision Core Values, Vision and Mission Statement.
- Familiarity with grant requirements of major donors such as EU, ECHO, DFID, CIDA, AusAid, etc.
- Minimum three (3) years' experience in WASH programming at a field program level.
- At least 2 years work experience in a WASH technical leadership position.

Preferred Skills, Knowledge and Experience:

- Mentoring within cross cultural contexts.
- Minimum five (5) years of development and/or relief work at the programmatic level.

- Experience in integrated program/project cycle management.
- Experience living and working in a fragile context.

Work Environment/Travel:

- Position is based in Herat, Afghanistan, with possible travel up to 25% of the time (local and international).
- Expatriates in Herat work intensely together in close quarters office space and also live together in a team house. It is critical that each of them has the ability to both find “personal space” for themselves and honor the personal space of others, and to practice a high level of relational and personality tolerance.