

CARE INTERNATIONAL ROSTER FOR EMERGENCY DEPLOYMENT

TERMS OF REFERENCE – WATER, SANITATION AND HYGIENE (WASH)

Purpose / Role

Responsible for assessment, design and implementation of the water, sanitation and hygiene component of CARE's emergency response. S/he will need to co-ordinate with other roster team members and CARE staff, especially logistics, health and technical sectors, to ensure a rapid, proportionate and effective response. S/he will need to ensure response to immediate WASH issues with simultaneous consideration of longer term needs and possible scenarios. Depending on the situation the specialist may need to take a very active role in technical co-ordination, support and advocacy with national and local WASH clusters and other technical agencies relevant to the sector.

Responsibilities and Tasks

1. Assessment

- Provide water, sanitation and hygiene sectoral leadership and expertise in the assessment.
- Conduct initial rapid assessment of current situation in collaboration with local health workers and affected population; determine priorities and immediate activities and resources i.e. more detailed assessment versus need to address immediate WASH problems.
- Represent CARE to stakeholders and Governmental and non-Governmental agencies for the purposes of the WASH aspect of the assessment.
- Assess in-country resources, human, material and financial for response with relevant staff and agencies.

2. Programme Design

- Define aims and objectives of the overall WASH program.
- Select and design water systems including source selection (ground water, surface water), abstraction, storage, treatment and distribution for new systems and/or the rehabilitation of old systems.
- Select and design the most appropriate form of sanitation system (to include excreta disposal, vector control, solid waste disposal, drainage) taking full account of local conditions, resources, customs and cultural norms.
- Select and design, in collaboration with other actors, a suitable hygiene promotion strategy.
- Ensure that issues of protection, gender, livelihoods, DRR and environmental impact, operation and maintenance and sustainability are factored into the program design.
- Ensure Sphere standards both qualitative and quantitative are considered and any departures documented.
- Develop letters of intent, concept papers, budgets and proposals in respect of the above.

3. Response Management and Implementation

- Plan and manage WASH program in a phased and prioritised manner with full consultation and co-ordination with CARE staff and other agencies both governmental and non-governmental.
- Ensure gender is fully considered throughout the project cycle with women being enabled to influence decision-making around WASH issues.
- Organise with the Logistics Team materials and support needed for all activities.
- Design and develop appropriate supervisory, monitoring and evaluation systems for WASH interventions.

4. Information and Co-ordination

- Provide regular updates to Team Leader and team members on progress, priorities and constraints – verbally and in writing.
- Represent CARE to governmental and non-governmental groups as needed and agreed with the Team Leader.
- Represent CARE in WASH Cluster activities.

5. Human Resources and Administration

- Coordinate and/or implement training and briefing of CARE staff and stakeholders on WASH issues.
- Work with HR to ensure recruitment of quality national WASH staff.

Key Internal Contacts

Emergency Program Team Leader and other roster and emergency program staff as appropriate.
CI WASH Senior Sector Specialist

Key External Contacts

Other agencies and groups responding to the emergency, in particular those working in the health and WASH sector.

Reporting lines

Reports to Emergency Program Team Leader or designate.

Selection Criteria**Core Competencies**

- **People Skills:** Ability to work independently and as a team player who demonstrates leadership and is able to support and train local and international staff and also able to work with disaster affected communities in a sensitive and participatory manner.
- **Communication Skills:** Well developed written and oral communication skills. Able to communicate clearly and sensitively with internal and external stakeholders as a representative of CARE. This includes effective negotiation and representation skills.
- **Integrity:** Works with trustworthiness and integrity and has a clear commitment to CARE's core values and humanitarian principles.
- **Resilience/Adaptability and flexibility:** Ability to operate effectively under extreme circumstances including stress, high security risks and harsh living conditions. Works and lives with a flexible, adaptable and resilient manner.
- **Awareness and sensitivity of self and others:** Demonstrates awareness and sensitivity to gender and diversity. Have experience and the ability to live and work in diverse cultural contexts in a culturally appropriate manner. Has a capacity to make accurate self-assessment particularly in high stress and high security contexts.
- **Work style:** Is well planned and organized even within a fluid working environment and has a capacity for initiative and decision making with competent analytical and problem solving skills.
- **Knowledge and skills:** knowledge of CARE policies and procedures, Sphere and the Red Cross/NGO Code of Conduct. Requires general finance, administration, information management and telecommunication skills and proficiency in information technology/ computer skills.
- 5+ years humanitarian aid experience.
- Multiple language skills desirable (especially French and/or Arabic).

Technical Competencies required for this position are:

- 5 years humanitarian / emergency response experience in the WASH sector.
- Environmental health engineering or relevant WASH specialisations (level of academic training needed will vary according to situation, wide technical experience will be necessary).
- Hydrology, hydrogeology, water quality and testing (as needed).
- Construction – including supervision.
- High level of awareness of environmental health issues as applied to emergency settings, with special attention to the needs of women and children.