

TERMS OF REFERENCE FOR EMERGENCY (SURGE) MISSIONS

Title:	Emergency WASH Specialist
Reports to:	Chief of Child Survival and Development
Duration:	Three month deployment with a possibility to extend to six months
Location:	UNICEF Lesotho Country Office in Maseru

BACKGROUND

The Government of Lesotho declared a national drought disaster on 15 January, 2016 in response to the current drought and launched the National Emergency Response contingency Plan.

Following extremely poor rains during the first half of the rainfall season, the Lesotho Government declared a drought emergency and has established an Inter-Ministerial Task Force to oversee the response in January 2016. The Government of Lesotho developed a National Response Plan to address the situation and issued an Appeal Document. Currently, an estimated 65,000 children are affected by the emergency, and estimated 3,500 children expected to suffer from severe acute malnutrition. Projections indicate further deterioration of the situation likely to surpass the 725,000 figure during the 2012 crisis. Consecutive poor harvest, the weakening local currency and drought conditions are escalating the crisis as livelihoods are affected and many people and services are without or have limited access to water. There is an increased likelihood of water-borne disease as well as livestock diseases due to lack of water.

Poor vegetation is indicative of the stressed state of pastures in most of Lesotho, which combined with limited Water availability has resulted in a deterioration of livestock morbidity and mortality in most parts of the country likely to complicate poor water, hygiene and sanitation situation in the country.

Justification

The tasks to be undertaken over a three Months period relate to extensive consultations across Nutrition, Health and WASH, and MNCH programs of UNICEF, government and partners and requires a technical person to provide guidance in emergency WASH response and supporting programming and implementation of water, hygiene, and sanitation project in Lesotho. In addition the WASH coordinator will support partners to conduct a rapid assessment on the WASH situation, and facilitate the analysis and documentation thereof. The assignment requires a WASH expert P3/NOC level for a period of three Months. The costs to cover for the proposed surge are to be borne by UNICEF Lesotho Country Office.

The WASH coordinator will work closely with the Health, Nutrition, and WASH sector counterparts and other implementing partners to assess WASH emergency situation, and Hygiene/Sanitation situation in Lesotho, and coordinate to improve routine and emergency WASH programming and documentation.

PURPOSE

Under the overall guidance of the Chief of Child Survival and Development/Deputy Representative, accountable for the development, planning, implementation, monitoring and evaluation of UNICEF's WASH

emergency response in activities and results related to safeguard and improve public health, hygiene and sanitation of the affected population by ensuring access to safe drinking water, excreta disposal and promoting safe hygiene practices; ensuring overall efficiency, effectiveness and delivery of results in accordance with UNICEF's Core Commitment for Children in Emergencies (CCCs) and national and international humanitarian standards.

To support UNICEF Lesotho Country Office to address the immediate water, hygiene and sanitation needs and reduce suffering in drought or disaster affected populations. The emergency WASH specialist will also Supervise the scale up of UNICEF Lesotho WASH emergency response by providing technical guidance to UNICEF Country Offices, the Government and implementing partners in draught affected areas.

As the manager of WASH emergency response will directly lead and manage a group of professional and support staff to develop, manage and administer UNICEF's response in the WASH, Rural and Water Sanitation sector in Lesotho.

MAIN RESPONSIBILITIES AND TASKS

- Support the overall analysis of needs and priorities for the WASH sector and the definition of strategies to ensure affected population has access to appropriate excreta disposal and other sanitation related facilities and interventions; in accordance with national and international humanitarian standards.
- Ensure capacities are assessed among humanitarian WASH partners and stakeholders to cover identified needs and develop capacity building plans to overcome the existing gaps.
- As per the coordination function, support partners to develop water, hygiene and sanitation sectoral implementation plans to progressively accomplish the agreed outcomes on sanitation; identifying whether any remaining gaps exist and present them to the Rural water Supply, and broader WASH cluster coordination to identify suitable options for covering identified gaps.
- Based identified most suitable solutions: gender sensitive, culturally appropriate, environmentally friendly, and (cost-) effective practices; will support the development and coordination of inter-agency interventions for the provision of routine, and emergency sanitation services, and guarantee implementation of impact WASH interventions/practices like CLTS, PHAST, handwashing, and bathing/washing facilities, considering menstrual hygiene management; comprising appropriate solutions for de-slugging and safe disposal of human faeces and other waste materials
- Based on the identified needs and priorities and the local context, support the development of strategies for and plans to eliminate open defecation and progressively improve sanitary conditions for the affected population
- Support Government, and humanitarian WASH partners to incorporate Early Recovery and Disaster Risk Reduction informed approaches in their emergency response interventions.
- Support humanitarian partners and stakeholders to systematic share information on sanitation-specific situation and agencies' implementation activities and, in coordination with the Chief of Child survival and Development analyse existing data, identify remaining gaps and support the collective definition on how to overcome identified gaps.
- Collaborate with the design and roll-out of monitoring plans to follow up the implementation of the WASH sectoral response incorporating required changes into sanitation-specific activities, with special attention to special needs of women, under five children and people with disabilities, as well as other cross cutting areas.

- Contribute to the reporting of WASH sectoral outcomes through the systematization and provision of consolidated up-to-date information.
- Coordinate with WASH, and other technical working groups to ensure the complementarity of the sectoral interventions, as well as with other clusters/coordination platforms to identify opportunities for integrated/cross-sectoral interventions and to ensure the provision of water, and hygiene and sanitation services in institutions (like schools, health centres, concentrate areas) to improve WASH coverage in affected communities
- When necessary, highlight specific sanitation-related issues for the attention of staff in child survival section, other sections and Rural Water Supply to ensure they are informed for immediate response.
- Within UNICEF, collaborate with:
 - Chief of Child Survival and Development/Deputy Representative to provide technical and policy advice on WASH sectoral response and its strategies, planning, implementation and monitoring.
 - Other Programmes and Emergency Sections to ensure integration of UNICEF's response to the emergency, exploring opportunities for WASH to enhance the programmatic response in other sectors.
 - Operations and Supply Sections, as well as with government authorities and other implementing partners, to establish and maintain sound internal controls, to coordinate financial and supply management requirements and ensure accountability.
- Programme Communication or Communication for Development sections to ensure the development of effective communication materials and strategies for advocacy, social mobilization and emergency programme implementation for the WASH sectoral response, as appropriate.
- Communication and Fundraising sections to ensure WASH is properly reflected in UNICEF's external communications and explore opportunities to advocate for WASH specific needs, including interaction with donors.
- Regional Advisors and/or Headquarters to allow appropriate flow of information and feedback on WASH sectoral response and its programming.
- Interact with government and partners (including UN, Donors, NGOs, CSOs, etc.) in the different stages of the emergency programme implementation to follow up on cooperation agreements, recommendations and other UNICEF's commitments for the emergency response, including the development of national partners' capacity.
- Oversight and supervision of WASH in emergency staff, as well as financial accountability of funds related to the response in the WASH sector and human resources management.
- Accountable for the definition of UNICEF's engagement and contribution into cross-sectoral assessment, analysis and evaluations of the emergency response such as Damage Loss Assessment (DLA), Post-Disaster Needs Assessment (PDNA), etc.
- In close collaboration with the WASH team (emergency and non-emergency) and other sections, explore possibilities to strengthen UNICEF's WASH regular/development programme/intervention through recovery/reconstruction/stabilization activities.

MINIMUM QUALIFICATIONS AND COMPETENCIES

- Advanced university degree or equivalent experience in Environmental Public Health, Civil Engineering, Programme Communication, Mechanical Engineering, Geology, Hydrogeology, or Sanitation Engineering, or other related field.
- At least five years of progressively responsible professional work experience in humanitarian situations in developing countries in the field of WASH in emergencies.

- A minimum of 5-8 years of experience with either the UN and/or NGO. Experience on emergency response and programme coordination.
- Over five years of experience working with government agencies, local authorities, international organizations, NGOs and communities in the field of water, sanitation and participatory approaches in health and hygiene promotion.
- Team Leadership - Energizes, inspires, and develops others by creating a shared vision, demonstrates model performance and professionalism, and recognizes and rewards results. Cooperates and works effectively with others in the pursuit of common goals respecting different gender, culture, opinions, values, perspectives, ideas, skills, expertise, knowledge, and experiences
- Judgement - Able to make effective, realistic, and impactful decisions based on limited information and time, logical inferences, experiences, and the consideration of implications, alternatives, and consequences
- Flexibility - Works effectively on multiple assignments simultaneously in an emergency setting and adapts to changing demands and circumstances; adaptable and ready to travel with little or short notice
- Managing stress - Performs effectively in unstable, uncertain, or potentially dangerous environments while maintaining physical and mental health
- Fluency in English (verbal and written). Good written and spoken skills in the language of the humanitarian operation and knowledge of another UN language an asset.

Duration of Assignment and location:

- It is expected that the work will last about 12 weeks, and will be working from UNICEF with 50% his/her time dedicated to field and coordination with implementing partners.

Certified by:

Name: Emmanuel Manzi
Chief Child Survival & Development, OIC

Signature: 

Date: 09/03/2016

Approved by:

Name: Victor Ankras
Deputy Representative, OIC

Signature: 

Date: 09/03/16

REQUEST FOR DEPLOYMENT OF STANDBY/RRT

To : Lauren Cheshire
lcheshire@unicef.org
 Standby Partnerships
 IAHP EMOPS Geneva

CC : Julien Temple
jtemple@unicef.org
 CC : Claire Morton
cmorton@unicef.org

1. Date of Request:	9 th March 2016
2. Name and position of requesting officer:	Emmanuel Manzi, Chief of Child Survival and Development OIC
3. Title of post for which a standby personnel is requested:	Emergency WASH Specialist
4. P level of post for which a standby personnel is requested:	P3
5. Requesting office:	UNICEF Lesotho Country Office
6. Duty station:	Maseru
7. Starting date requested:	21 st March 2016
8. Duration requested:	Three Months, 21 st March to 20 th June 2016
9. Will office space be provided?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
10. Will the deployee work under MOSS compliance and be included in UNICEF's security arrangements?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
11. Is the Terms of Reference attached to this request? (please send electronically)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
12. Surge need justification (explain why position is urgent and why current UNICEF capacity cannot cope)	<p>Currently Lesotho is experiencing El Nini Emergency with much need for support. There is therefore, need for UNICEF to support Government reach most vulnerable people including children to closely monitor the WASH emergency situation, ensure effective contingency planning and resource mobilization, extend water points to the most vulnerable and special groups, help communities access clean water by providing water treatment tablets to families, conducting hygiene and sanitation education sessions, conducting water testing, and continuous monitoring and response to the most critical water, hygiene and sanitation needs. In addition, UNICEF need to actively and continuously deliver WASH commodities including soaps and water treatment tablets to the most affected communities across the country.</p> <p>Therefore, a standby emergency WASH Specialist is much needed support WASH short term emergency needs to over 40,000 children, over 20,000 pregnant women and newborn pairs, and over 8,000 people living with HIV/AIDS in 60,500 households. The emergency WASH specialist will also help to ensure extension of 1,210 water points to 276,000 people in the most affected areas across the country.</p>
13. What is the longer term staffing plan after temporary support from standby/RRT?	UNICEF Lesotho in process of recruiting a WASH specialist NOC, and the recruitment process will be completed within a period of three

	Months upon which emergency WASH and routine WASH project activities will be undertaken by the WASH specialist.
14. UN Security Level in-country/duty station:	Level 2
15. Special medical requirements (vaccinations etc):	Yellow Fever
16. R&R cycle at duty station (if applicable):	Not Applicable
17. Name, title and contact number (including phone and email) of supervisor:	Emmanuel Manzi, Chief Child Survival and Development, OIC (Cell Phone: 53256743; email: emanzi@unicef.org)
18. Point of contact for HR officer (including with phone and email) for practical arrangements related to deployment (security clearance, pick-up at airport, booking of hotel, etc)	Ms. Itumeleng Makumbi (Admin Finance Officer, Cell No: +266 59658663, Email: imakumbi@unicef.org)
19. Technical focal point in Regional/HQ office:	Peter Harvey (pharvey@unicef.org)
20. Approval and signature by UNICEF Country Representative, OIC.	Dr Victor Ankrah Email: vankrah@unicef.org, Cell NO: +26658866979. Signature: 