



IOM International Organization for Migration
 OIM Organisation internationale pour les migrations
 OIM Organización Internacional para las Migraciones

Annex 2: Terms of Reference

I. POSITION INFORMATION	
Position title	WASH expert
Position grade	P3
Duty station	Gaziantep, Turkey
Reports directly to	Programme Coordinator
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p>The IOM is the only international inter-governmental agency with a specific mandate for migration and is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing technical expertise to governments, migrants and host communities through a wide range of sustainable solutions contributing to end forced migration and/or improve displacement conditions. IOM also has a leading role in the Camp Coordination and Camp Management (CCCM) Cluster, participates in coordinated humanitarian responses, and engages in inter-agency collaboration to meet the needs of affected-persons and contribute to their protection.</p> <p>The conflict and violence in Syria has continued to create surges of people crossing the borders from Syria into neighboring countries. The number of Syrians registered or awaiting registration in host countries has surpassed 4 million and 13.5 million are in need of humanitarian assistance inside Syria. Host governments and humanitarian actors, including IOM, are providing relief assistance and protection to this extremely vulnerable population living with host families and in increasingly crowded camps and settlements. The combination of an extremely large displaced population and the accelerating rate of new arrivals is posing a growing challenge to reception communities' capacity and host government's response mechanisms.</p> <p>As a member of the UN Humanitarian Country Team in Syria and all concerned neighboring countries (Jordan, Lebanon, Iraq, and Turkey), the IOM Director General has activated the L3 Emergency SOPs to enhance organizational humanitarian assistance and priorities related to IDPs, refugees and returnees, and is actively participating in the emergency response within this rapidly changing humanitarian context. Security Council Resolution 2191, has superseded earlier adopted SCR 2165, allowing UN and its partners to provide cross border assistance from Turkey to Northern Syria.</p> <p>As of May 2017, Turkey is hosting over 3 million Syrian refugees. About 247,000 reside in 25 camps (8% of the total Syrian refugees) across South East Turkey. Of the 2.7 million living outside of camps, the majority are spread across the border provinces of Gaziantep, Hatay, Sanliurfa, Kilis, Mardin as well as in Istanbul, Izmir, Mersin, Bursa and Adana. In October 2014, the Government of Turkey adapted the Temporary Protection (TP) Regulation that extends protection and assistance to all Syrians in Turkey and provides refugees with rights and duties and the framework to access health care, education, and social assistance.</p> <p>IOM's strategy for Turkey as indicated in the 3RP (Regional Refugee and Resilience Plan) is three-pronged; firstly, i) provision of humanitarian assistance focusing on the distribution of food, non-food items, cash vouchers, winterization, shelter rehabilitation, and provision of transportation, ii) to ease the burden on national and local structures through the establishment of multi-service community centers offering services and protection, community stabilization through improvements in public infrastructure and increase access to education and iii) supporting the resilience of refugees and host communities through</p>	

livelihoods, community stabilisation and income generating activities.

In line with IOM's cross border and refugee response activities managed from Gaziantep, IOM is seeking a WASH expert to support IOM's shelter repairs and community stabilization (CS) activities in Turkey and for IOM's CCCM interventions in Syria.

III. RESPONSIBILITIES AND ACCOUNTABILITIES

Under the overall supervision of the Head of sub office in Gaziantep, and the direct supervision of the Programme Coordinator the incumbent will:

1. Working closely with Shelter and Community Stabilization (CS) teams, assist in the management and monitoring of WASH interventions in the quick impact CS and shelter projects, ensuring they are in line with SPHERE and local construction standards;
2. Input WASH guidelines and good practices for IOM's Community Stabilization and Shelter SOPs and regularly update according to lessons learned, feedback from the relevant working groups and global standards. Regularly review project tools and update and amend as required (including selection criteria, assessment tool, draft agreements etc);
3. Working closely with the Shelter and CS officer, support formulation of a work-plan and closely monitor project activities and budgets that relate to WASH interventions, ensuring they are in line with project objectives and according to the work-plan;
4. Provide strategic and policy level guidance to senior management into the expansion of WASH projects and support in the drafting of project proposals, work-plans and budgets for both cross border and refugee response operations;
5. Develop hygiene promotion guidelines and materials and provide training to field and mobile outreach teams to disseminate messages to affected populations;
6. Working closely with the Programme Coordinator and the CS and Shelter Officer,, contribute to needs assessments of prospective shelters, towns, schools, and/or other centres where Syrian refugees stay to inform program design;
7. Build the capacity of community members and/or school/health facility staff to manage, operate and maintain critical infrastructure installed or rehabilitated by IOM;
8. Monitor and ensure functionality of WASH facilities, including improved water sources, latrines and hand washing facilities installed or rehabilitated by IOM;
9. Working closely with the IOM Cross Border and CCCM Teams to provide technical support in WASH aspects of the projects in line with SPHERE standards.
10. Ensure gender and protection mainstreaming in the design and implementation of WASH project activities;
11. Perform such other duties as may be assigned

IV. REQUIRED QUALIFICATIONS AND EXPERIENCE

EDUCATION

Minimum of a diploma in environmental health science, public health or any discipline related to Water, Hygiene and Sanitation

EXPERIENCE

A minimum of 4 years experience in the field of emergency, humanitarian, particularly in WASH. Additional requirements as below:

- Work experience in the region or on the Syrian conflict and its impact on the affected population is an asset.
- ✓ Knowledge of the humanitarian architecture, especially in relation to WASH, Shelter or CCCM programing.
- ✓ Good level of computer literacy required.
- ✓ Ability to draft clearly and concisely in English required.

V. LANGUAGES

Required (specify the required knowledge)	Advantageous
Fluency in English is required.	Knowledge of Turkish or Arabic is an advantage

VI. COMPETENCIES¹

The incumbent is expected to demonstrate the following competencies:

- Good communication, interpersonal and organizational skills.
- Ability to draft clearly and concisely.
- Demonstrated gender awareness and gender sensitivity.
- Personal commitment, efficiency, flexibility and drive for results.
- Proficiency in Office applications, including Word and Excel, internet explorer and basic knowledge of SPSS
- Accountability – takes responsibility for action and manages constructive criticisms
- Client Orientation – works effectively well with client and stakeholders
- Continuous Learning – promotes continuous learning for self and others
- Communication – listens and communicates clearly, adapting delivery to the audience
- Creativity and Initiative – actively seeks new ways of improving programmes or services
- Leadership and Negotiation – develops effective partnerships with internal and external stakeholders;
- Performance Management – identify ways and implement actions to improve performance of self and others.
- Planning and Organizing - plans work, anticipates risks, and sets goals within area of responsibility;
- Professionalism - displays mastery of subject matter
- Teamwork – contributes to a collegial team environment; incorporates gender related needs, perspectives, concerns and promotes equal gender participation.
- Technological Awareness - displays awareness of relevant technological solutions.

¹ Competencies should be drawn from the Competency Framework of the Organization.