

tearfund

JOB ADVERTISEMENT

POSITION: WASH Project Officer (1 POSITION)
LOCATION: Aweil Town, Northern Bahr El Ghazal State
STARTING DATE: ASAP
Application deadline: 4th May 2021 @ 5PM.



Background on Tearfund

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities.

We have a vision to see 50 million people released from material and spiritual poverty through a worldwide network of 100,000 local churches. We operate in more than fifty countries around the world. We deliver our strategy by:

- Envisioning churches to embrace their calling to address poverty and injustice
- Developing communities and building resilience, sustainably and holistically
- Changing unjust policies and practices to deliver justice for poor communities
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund's South Sudan Programme is looking for a suitable South Sudanese candidate for the position of WASH Project Officer to be based in **Aweil town, Northern Bahr El Ghazal State**

MAIN PURPOSE OF THE JOB

As part of the area management team in Aweil, with responsibilities include Working with the WUC on the management of hand pumps and sensors installed, Support the hand pump mechanics in ensuring quick response to preventative maintenance/repairs of hand pumps, Support the WUC and local leaders in hand pump management issues e.g. tariff setting. Linkages with spare parts supplies, support the research in the collection of primary and secondary data, management and training in WASH sector, line management of WASH assistant project officer, Senior Pump Mechanic; Training of WASH committees; development of Water Safety Plans and community mobilisation, and as advised by the Wash Advisor and Program Manager. Areas of working will include good sanitation practices (excreta disposal, vector control, solid waste management and drainage), safe water supply (drilling, installation of Hand pumps, installation of remote sensors into hand pumps, and rehabilitation of existing Boreholes) and hygiene promotion (integrated into the Community Health Education (CHE) sector) and Water Safety Plans (from collection, transportation and storage). The focus will be on the supervisor of borehole contractors for complete and comprehensive work well finished as per the design and contract. In addition there will be focus on all WASH activities including community participation and ownership for ensuring Right Usage, Management of water resources and the sustainability of the environment and of the technology applied and systems used. Integration of sectors and future planning (such as disaster preparedness and Water Safety Plans) are key aspects of working both within the WASH team and the communities we serve

1. ORGANIZATIONAL REQUIREMENTS

- The post-holder will, at all times, carry out their responsibilities with the utmost respect for the protection of children in accordance with Tearfund's Child Protection Policy.
- The post-holder will be required to actively participate in the spiritual life of Tearfund in the following ways:
 - To model Godly leadership in all aspects of character and conduct.
 - To lead or contribute in Christian worship, prayer, teaching and biblical reflections during collective staff prayer times and encourage staff to attend as is appropriate.
 - To be committed to and share in the outworking of Tearfund's Mission, Purpose, Values and Beliefs statement.
 - To actively work and live in accordance with Tearfund's Statement of Faith and Tearfund's Christian ethos.
 - To pursue and maintain a Christian faith through ongoing personal spiritual development and a relationship with God.
 - To provide support and spiritual encouragement to staff and colleagues, in line with biblical principles.
- The post-holder will be expected to behave in accordance with Tearfund's 'Code of Conduct' as referred to in the Personal Conduct Policy.

2. POSITION IN ORGANISATION

- Grade: B1
- May deputies for Grade A5.
- Reports to Program Manager-Aweil
- Line manager of Senior Pump Mechanic
- Liaises closely with senior colleagues mainly Program Manager, Wash Advisor, Finance/HR Officer, Logistics Officer and the government and local leadership – the Payam administration Boma Chiefs at Boma level and the Wash Committees at the facility level created and working with within Aweil and in particular within the Tearfund working Payams

5. Key Responsibilities

5.1. Programme Strategy

Tearfund is currently piloting use of sensor technology to enable reduced hand pump down time innovation research project in Aweil East and Central of Northern Bahr el Ghazal. These sensors that will be installed on hand pumps will report on various hand pump performance parameters through both cellular and satellite based networks. The performance will be monitored from a central dashboard by anyone that has been provided with the login credentials. Additionally, message alerts on reduced pump efficiency or non functionality will be sent to mobile phones of select hand pump mechanics and local authority to enable fast preventive maintenance. The project will also identify the different management and financial models in place and establish areas that need support to strengthen management and financing. Results and learning gathered from this project will inform on the practicalities, effectiveness and added value in the use of remote sensors and the appropriate management and financial models for increased hand pump uptime in humanitarian contexts.

5.2. Project / Support function management

- In Coordination with Program Manager/WASH Technical Adviser, develops specific Action Plans for the Field Office WASH Activities in line with the WASH Strategy and the funding requirements and in line with GoSS Water Policy.

- Assist the Program Manager in developing and writing situation updates, project proposals and project reports.
- Lead the implementation of the WASH programme, making sure that the activities comply with the appropriate standards; that records are accurate and up to date, and that follow up is conducted in project locations.
- Provide leadership and support to staff to ensure effective management and timely implementation of work plans and budgets.
- Compile timely project and monthly reports, providing accurate and complete data in accordance with required reporting formats.
- Prepare all Bill of materials and quantities on all construction works for the approval of the project manager
- Plan, implement and support all the sanitation activities of the WASH programming including supporting the implementation of CLTS within the selected villages.
- Perform technical assessments and support households on pit latrine site selection and construction.
- Plan and implement borehole platform reconstruction works observing high quality standards including training of community base pump mechanics on masonry work
- With Support and guidance from WASH Coordinator, in collaboration with community representatives, to undertake detailed analysis and redesigning locally appropriate latrine construction methods using the most locally available materials that resist floods and doesn't compromise the quality of latrines and promotes its usage.
- Participate in Payam and County level sector meetings and evaluations with other agencies and government departments working in the WASH sector and advocate to ensure integration between water, sanitation and health sectors in accordance with the WASH strategy.
- Participate in project evaluations and assist in the analysis of results to assess project impact and effective use of resources.
- In Coordination with the WASH Coordinator, ensure the timely compilation of situation updates, project and monthly narrative reports for field and Head Office management, in accordance with required reporting formats, both internal monitoring and for funding reporting purposes.
- Develop and ensure appropriate (to the specific community and geographical area) sustainable options and methods are used and taught to the community and government at all levels, in liaison with the WASH Coordinator.
- Develop designs and systems modifications as appropriate for the continual improvement of the programme in terms of design, methodology and implementation to ensure quality projects are delivered to the communities.

5.3. Corporate policy and compliance

- Contribute towards the promotion and adherence to Tearfund Purpose, Basis of Faith, Core Values and Operating Principles.
- Undertake all activities in accordance with internal management systems, operating procedures and policies, and monitor field-based work to maintain compliance.
- Establish record keeping and reporting procedures for all WASH activities (including specific logistical and financial aspects) in liaison with the Wash Manger Manager

5.4. Team management

- Provide leadership (and lead by example) and support to staff to ensure effective management and timely implementation of work plans and budgets.
- Providing supervision, guidance and monitoring of progress for all WASH activities and personnel within Aweil.

- Ensure that staff understands their individual and collective responsibilities for safety and wellbeing.
- Conduct regular performance reviews, including 6-monthly performance appraisals, and encourage the personal development of each individual (including personal development plans and the identification of training needs) within the WASH sector and ensure input from the Program Manager.
- Ensure that staff respects local cultural and gender sensitivities and other cross cutting issues such as HIV and conflict sensitivity and that these aspects are fully integrated into WASH work plans and activities.
- Ensure detailed records are kept and analysis made of work-related injuries, accidents, security incidents and fatalities to project staff.
- Where appropriate provide pastoral support to members of the team.

5.5. External representation

- Build positive working relationships with local communities, Payam Administration, Leadership at the Boma and the Community level working with the Wash Committees.
- Attend relevant inter-agency coordination meetings as required.
- Attend relevant inter-agency workshops, conferences and sector coordination meetings as required.
- Keep informed of sector developments and key initiatives.
- Host occasional visits to project sites by interested in particular the relevant government representatives and sectors

Spiritual Leadership

- Support staff's spiritual wellbeing and encourage adherence to Tearfund's Christian distinctiveness.
- Lead and participate in spiritual sessions of worship, prayer, teaching and reflection and be committed to the outworking of Tearfund's Missions, Values and Beliefs Statement.
- Attendance at regular team devotions, away days and retreats.
- Responsible for maintaining your own spiritual development.
- Be committed to actively working and living in accordance with Tearfund's evangelical Christian beliefs.

Good Practice and Institutional Learning

- Ensure that activities are carried out in accordance with signatory codes of conduct and accepted good practice.
- Identify and clearly document key lessons learnt through the implementation, reviews and evaluations of the food voucher project and any other related project
- Encourage learning from sector staff and beneficiaries; identify and document case study themes, beneficiary/human stories.

External Relationships / Representation

- Build positive working relationships with local communities, community leaders and other authorities including relevant Ministries Chamber of Commerce, UN agencies and NGO/CBO representatives.
- Make sure that project activities are in compliance with Ministry Agriculture and other Food Security Response guidelines including SPHERE standards.
- Represent the organisation in relevant inter-agency workshops, conferences and sector coordination meetings as required.

Host occasional visits to project sites by interested personnel and /or donors.

- Coordinate the exit process and ensure finalization of all procedures within 2 weeks to a month.

Administration /Programme Support

- Work with management to ensure all aspects of project operations are in compliance with host country and donor legal, contractual and statutory requirements.
- Maintain an effective filing system for storing project documentation in accordance with Tearfund standard procedures.

PART 2 – – Person specification

Job title: WASH project officer

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> ● Degree in civil engineering, water supply and technology or public health. 	<ul style="list-style-type: none"> ● Additional qualification in civil construction and survey
Experience	<ul style="list-style-type: none"> ● At least 2 years strong and proven experience in water and sanitation civil construction works in a rural environment ● Proven experience of supervising WASH programmes ● Knowledge of good practice standards: SPHERE ● Experience in training staff and community members. ● Proven experience in:- <ul style="list-style-type: none"> ○ Masonry and carpentry training ○ survey 	<ul style="list-style-type: none"> ● Experience in implementing CLTS methodology ● Working to SPHERE Standards, People In Aid and Red Cross Codes of Conduct.

	<ul style="list-style-type: none"> ○ People management ○ Project implementation ○ Community mobilization 	
Skills/Abilities	<ul style="list-style-type: none"> ● Leadership skills ● Problem solving skills ● Training skills ● Excellent written and verbal communication skills (including ability to communicate effectively in a particular language other than English for some Programmes) ● Ability to learn fast ● Computer literate (Word, Excel) ● Excellent reporting skills ● Good project monitoring skills including financial progress planning and monitoring ● Logistical skills ● Administrative skills ● Ability to communicate confidently and comfortably about own personal faith ● Ability to lead and facilitate team prayer and Bible studies ● Ability and commitment to apply biblical principles prayerfully within all aspects of the role 	<ul style="list-style-type: none"> ● Local languages
Personal Qualities	<ul style="list-style-type: none"> ● Committed Christian ● Willing to lead and facilitate prayer and Bible study groups. ● Humanitarian & Christian motivation ● Emotionally and spiritually mature ● Team player ● Responsible work ethic and willingness to continually improve way of working ● Understanding and sensitivity to cross cultural issues ● Flexible and adaptable to ever changing environments ● Ability to remain calm under pressure ● Willingness to travel and live in basic conditions 	<ul style="list-style-type: none"> ● Contributing to a Christian church.

	<ul style="list-style-type: none"> Committed to an evangelical Christian church An understanding of and a commitment to Tearfund's Mission, Values and Beliefs Statement 	
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OTHER COMMENTS:

- All roles require a DBS/Police check
- Tearfund is a member of the **SCHR Misconduct Disclosure Scheme**
- Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure

How to Apply:

If you believe you are the candidate we are looking for, please submit your CV and cover letter only in English as well as **TEARFUND APPLICATION FORM** which can be collected from the HR Department at Tearfund offices in Aweil and Juba respectively- detailing your experience for the post and include daytime telephone contact to **Tearfund Aweil Office in Mathiang opposite ECSS St. Joseph Church along Aweil-Wau road.**

The closing date: 4th May 2021 at 5 PM.

Only shortlisted candidates will be contacted for interviews.

Those applicants who wish to send their applications via email are kindly requested to submit through below email addresses: southsudan-recruitment@tearfund.org

Approved for Labour file