



International Organization for Migration (IOM)
The UN Migration Agency

SPECIAL VACANCY NOTICE IOM/BENITU/SVN2022/34

Open to Internal and External Candidates

Position Title : **National Project Officer - WASH**
Duty Station : **Bentiu, South Sudan**
Classification : **NO-A (1)**
Type of Appointment : **Special Short Term, 6 months with a possibility of an extension**
Estimated Start Date : **As soon as possible**
Closing Date : **September 02, 2022**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

IOM is committed to a diverse and inclusive environment. Internal and external candidates are eligible to apply to this vacancy. For the purpose of the vacancy, internal candidates are considered as first-tier candidates.

Scope and Context.

IOM in South Sudan has a broad range of programming centered around three broad areas: Humanitarian Coordination and Support; Humanitarian response and Resilience; and Peacebuilding, Transition, and Development. Humanitarian Coordination and support includes leading/co-leading the Camp Coordination and Camp Management (CCCM) and Shelter and Non-Food Items (NFI) Clusters, Displacement Tracking Matrix (DTM), Water, Sanitation and Hygiene (WASH) and management of WASH and Shelter and NFI Core-pipelines, Humanitarian Hubs and common transport services. Humanitarian response and Resilience includes CCCM, WASH, Shelter & NFI, Health, Protection, Gender equality and inclusion, Mental health and Psychosocial support and the Management of a Rapid Response Fund. Under Peacebuilding, Transition and Development, IOM South Sudan implements programming on Housing, Land

and Property Page issues, Transition and Recovery, Transhumance conflict prevention, Community-based violence reduction, Community development and Migration Management.

IOM Bentiu is currently implementing its WASH Emergency Response programs in areas of protracted IDP in the IDP camp and outside the IDP camp. The main donors include SSHF, CERF, BHA, FCDO and ECHO. The WASH Team comprises 13 full time staff, and 448 casual workers.

Under the direct supervision of the WASH Officer in Bentiu, the incumbent will be coordinating recovery & emergency response WASH activities in target locations including the Bentiu IDP camp, Bentiu town, counties beyond Rubkona within Unity State and nation wide when required. Incumbent will assist in ground coordination of national staff while backstopping in close collaboration with WASH officer.

The duties and responsibilities include but not limited to the following:

1. Liaise with local authorities and partners at various levels to coordinate WASH activities for IDPs and for new emergencies in target locations. Ensure that any needed operational agreement or authorization from the local authorities is conveyed to guarantee project stability and good relations with the local government.
 2. Coordinate the implementation of the activities required for the successful completion of WASH projects for communities, returnees and IDPs following closely the donor(s) requirements and the directions of WASH Officer.
 3. Guarantee that activities are performed in accordance to the specifications in the project proposal and notify in time on issues of any relevant change request. Also adhere to the project work plan (project schedule) as shared by WASH Officer or from Juba and inform of any delay or workaround required for timely completion of activities. Follow-up project budget according to internal and donor requirements and follow relevant budget lines.
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1. Monitor the project implementation by performing regular visits to the areas of operation, ensure that materials are being properly utilized and that WASH items are effectively distributed to the beneficiaries. Follow up the schedule with contractors and prepare and sign completion certificates. Work closely with RMU, Logistics and Procurement units in Bentiu for contracts management; close out procedures and final payments to the contractors.
 2. Plan and follow up procurements in line with approved specifications and Bills of Quantity (BoQ), working closely with procurement and logistics assistants in Bentiu and also at Juba level, to ensure that the required materials and items are procured and delivered to the respective sites in a timely manner.
 3. Ensure an effective and active communication with all the stakeholders. Prepare and submit regular progress reports to the WASH Officer indicating progress, constraints and requirements for project completion. Ensure that project data and information is archived and shared appropriately.
 4. Engage communities in project planning, implementation and monitoring with the support of community mobilizers and hygiene promoters, in order to facilitate participation, involvement and contribution of the targeted communities for the completion of planned activities.
 5. Provide inputs and documentation for the preparation of project proposals. Contribute to contingency planning for possible WASH emergency response if required.

6. Mentor, coach and manage national staff under supervision; support their performance evaluations, oversee and help to resolve team conflicts.
7. Perform such other duties as may be assigned.

Desired qualifications:

(Education and experience)

- A university degree in relevant field or a combination of equivalent training and practical experience

Experience.

- Two years of relevant experience in water supply, sanitation and hygiene field,
- Knowledge of one or more of the following: construction, public health, health or hygiene promotion, community development, education, or community water supply and sanitation.
- At least three years of practical experience in South Sudan, in WASH or similar programs.
- Good knowledge and experience of working with community, local partner agencies and government counterpart.
- Experience and understanding of Hygiene Promotion and community mobilization in relation to water and sanitation activities, reporting and staff management
- practical experience in budget management.
- Practical experience in using PRISM.
- Practical experience in coordination of WASH team or similar program

Required Competencies.

Behavioral.

- **Accountability:** Accepts and gives constructive criticism, follows all relevant procedures, processes, and policies, meets deadline, cost, and quality requirements for outputs, monitors own work to correct errors, Takes responsibility for meeting commitments and for any shortcomings.
- **Client Orientation:** Identifies the immediate and peripheral clients of own work, Establishes, and maintains effective working relationships with clients, keeps clients informed of developments and setbacks.
- **Continuous Learning:** Contributes to colleagues' learning, demonstrates interest in improving relevant skills, demonstrates interest in acquiring skills relevant to other functional areas, Keeps abreast of developments in own professional area.
- **Communication:** Actively shares relevant information, clearly communicates, and listens to feedback on, changing priorities and procedures, writes clearly and effectively, adapting wording and style to the intended audience, listens effectively and communicates clearly, adapting delivery to the audience
- **Creativity and Initiative,** actively seeks new ways of improving programmes or services, expands responsibilities while maintaining existing ones, persuades others to consider new ideas, proactively develops new ways to resolve problems.

- Leadership and Negotiation, convinces others to share resources, actively identifies opportunities for and promotes organizational change, presents goals as shared interests, articulates vision to motivate colleagues and follows through with commitments.
- Performance Management Provides constructive feedback to colleagues, identifies ways for their staff to develop their abilities and careers, provides fair, accurate, timely, and constructive staff evaluations, uses staff evaluations appropriately in recruitment and other relevant HR procedures.
- Planning and Organizing; Sets clear and achievable goals consistent with agreed priorities for self and others, identifies priority activities and assignments for self and others, Organizes and documents work to allow for planned and unplanned handovers, identifies risks and makes contingency plans, adjusts priorities, and plans to achieve goals, Allocates appropriate times and resources for own work and that of team members.
- Professionalism, Masters subject matter related to responsibilities, identifies issues, opportunities, and risks central to responsibilities, incorporates gender-related needs, perspectives, and concerns, and promotes equal gender participation, Persistent, calm, and polite in the face of challenges and stress, treats all colleagues with respect and dignity, Works effectively with people from different cultures by adapting to relevant cultural contexts.
- Displays availability outside of regular hours to respond to challenges, Knowledgeable about and promotes IOM core mandate and migration solutions, Personal commitment, efficiency, flexibility, and drive for results.
- Teamwork: Actively contributes to an effective, collegial, and agreeable team environment, contributes to, and follows team objectives, gives credit where credit is due, seeks input and feedback from others, Delegates tasks and responsibilities as appropriate, actively supports and implements final group decisions, Takes joint responsibility for team's work.
- Technological Awareness: Learns about developments in available technology, proactively identifies and advocates for cost-efficient technology solutions, understands applicability and limitation of technology and seeks to apply it to appropriate work.
- Resource Management establishes realistic resource requirements to meet IOM need.

Technical

- Sensitivity to the needs and priorities of different sectors of a community.
- Familiarity with the culture of the affected population, ability to develop respect from a wide range of people and strong ability to communicate effectively on WASH matters.
- Good oral and written reporting skills.
- Diplomacy, tact and good communication skills.

- Training/counterpart development skills and personnel management skills.
- Ability to work well in a team in difficult circumstances.
- Ability to represent organizational standing to community.

Languages:

Thorough knowledge of English, Arabic, and working knowledge of local languages essential.

Method of application:

Interested candidates are required to complete the information in this link <https://ee.humanitarianresponse.info/x/#Yi5g> and submit a letter of motivation and curriculum vitae marked “**National Project Officer - WASH**” through e-mail: vss@iom.int. Applications need to reflect the position title and vacancy number on the subject line.

Note: Incomplete applications will not be considered valid.

Women are highly encouraged to apply.

Deadline for applications: 02 September 2022. Only short-listed applicants will be contacted.

Posting period: 19 August 2022 –02 September 2022