

**TERMS OF REFERENCE FOR DROUGHT RESPONSE INITIATIVE**

**Position: REGIONAL HUMANITARIAN TECHNICAL WASH ADVISER**

**Length of Contract: A maximum of 6 Months Fixed Term Contract**

**Reporting to: Regional Programme Manager**

**Place of Work: Southern Africa Regional Office, Pretoria, South Africa**

**Introduction and Background:**

WaterAid’s vision is of a world where everyone, everywhere has access to safe water and sanitation by 2030. As part of **WaterAid’s Southern Africa drought response initiative**, we are seeking **a short term Regional Humanitarian Technical WASH Adviser** to support our country programmes, our partners and governments we work with across the region to develop short and long term programme interventions in line with our new country strategies to mitigate the impact of drought on the WASH sector. The summer months of 2015 have brought extreme drought conditions throughout the Southern Africa region due to the effect of El-Nino conditions. All WaterAid countries in the region have been negatively affected by the drought, but the most severe impacts are in Malawi, Lesotho, Mozambique, and Swaziland. South Africa and Zimbabwe has also experienced the worst type of drought in history even though WaterAid does not have any programmes in these two countries. Across the region, water resources have been stressed, affecting many other socio-economic, environmental, and health issues, all which in turn have direct impact on the WASH sector. Perhaps most importantly, water supplies have suffered significant drops in both urban and rural settings, affecting populations all across the region. Urban and rural communities including their livestock that rely on surface water for their water supply have been most negatively impacted as surface water levels decline. Communities that rely on untreated surface water through manual collection in streams, rivers, and lakes, have experienced decreased water levels, decreased water quality, and in some cases, dried up water sources altogether. Groundwater levels have dropped considerably causing wells to yield less water and in some cases stop producing altogether. Decreased borehole well production affects urban and rural piped municipal systems as well as hand pumps.

Decreased rain and lowered surface and groundwater levels have also led to a widespread drop in agricultural productivity and livestock deaths particularly in Malawi and South Africa. As production has declined, food prices have steadily climbed, which has had devastating effects on the poor and marginalised. Livestock disease as a result of poor feeding and hydration has affected communities that rely on animal husbandry, particularly Lesotho.

Levels of food and water insecurity in Southern Africa are likely to deteriorate further as prolonged effects of the drought are felt, leading to multiple failed harvests and shortages of water, as well as an increased risk of water-borne diseases, including cholera a situation that has potential to exacerbate unhygienic behaviours and practices. There are already reported cases of cholera outbreak in Zambia with over 500 cases and Angola with over 1000 cases respectively (press reports May 2016)

**The Purpose of the role:**

The purpose of the role is to support country programmes and partners in the region to mainstream risk-informed programming and build the resilience of vulnerable populations, governments and other partners to mitigate the impact of drought. This will include building capacity for emergency preparedness and response in the water, sanitation and hygiene (WASH) sector, sector strengthening and mitigation responses such as water demand management and increasing awareness on hygiene as well as working with CPs to integrate DRR into their long term programming. The person will work with the Regional team to support the CPs in carrying out a rapid assessment on the drought situation and its impact on WASH, as well as other potential risks affecting WASH. The person will support countries to develop WASH emergency and recovery response interventions as well as long term programme intervention that is linked to our new country strategies. The person will bring much needed WASH resilience programming and emergency response expertise to strengthen coordination and participation in WASH Clusters at regional level as well as support designated staff at CP level to regularly engage in national WASH Clusters and government structures jointly working to respond to the drought situation. We envisage that this approach will improve coordination, information gathering and dissemination on drought emergency response and enhance WaterAid profiling of WASH both in the short and long term. The person will also build capacity of CPs on how to develop and integrate preparedness for WASH emergencies with long term programme interventions

**Key Responsibilities:**

1. Work with the Regional team to support the CPs in carrying out a rapid assessment on the drought situation and its impact on WASH as well as using the outcome of the assessment to support CPs to develop emergency and long term WASH response interventions that is linked to our new country strategies.
2. Support CPs to forge partnerships and consortiums with other stakeholders including governments to develop drought response WASH programme proposals and seek funding from donors to support drought-stricken communities.
3. Support CPs and regional team to engage and participate in regional and country specific WASH Cluster/Sector coordination and strengthen linkages with other partners such as governments, development partners, other INGOs both at regional and country levels in the WASH sector.
4. Support CPs and regional team with technical guidance, WASH sector-specific trainings, emergency simulations, and the development of WaterAid, government and inter-agency planning that addresses key risks using innovative preparedness and response approaches related to mitigation of risks including droughts.
5. Build capacity of CPs and regional team to integrate into our programming emergency preparedness and response in the water, sanitation and hygiene (WASH) sector, sector strengthening and mitigation response such as water demand management and increasing awareness on improved hygiene management.
6. Support CPs and regional team to engage with governments and other actors to advocate and influence for more resources to be provided to severe drought affected communities/users as well as recommend for implementation of approaches and interventions that will provide long term and sustainable relief to affected communities and solutions to reduce the impact of drought on WASH sector.
7. Support CPs and regional team to implement WaterAid’s Water Security framework and Water Resources Approach which aims to build long term drought and climate resilience: for example: 1) Engaging national and district government authorities in an initiative for drought resilience / climate resilience / water resource management at the local level; 2) Facilitating a process whereby communities collectively identify threats to water resources and access (threats include droughts); and 3) Monitoring those threats on an ongoing basis through participatory hydrological monitoring
8. Working with CPs and other stakeholders to ensure WaterAid is able to regularly monitor the drought situation in the region as well as prepare and submit monthly regional sitrep reports.
9. Work with CPs and regional team to ensure that learning from drought programme interventions and experiences are well documented, shared within the sector and evidence used to inform our future advocacy, campaigning and programming work.
10. Working with CPs and other stakeholders encourage and actively promote cross sectoral linkages so that WASH drought responses are mainstreamed in other sectors and strong links are established with other sectors
11. Contribute effectively as an active member of the Southern Africa Regional Team and engage on regional / WA International initiatives as appropriate
12. Undertake any other assignment as reasonably requested by the Regional Programme Manager and/or Head of Southern Africa Region.

**Supervision:**

Reporting to the Regional Programme Manager, the Regional Humanitarian Technical Adviser will work closely with the Regional Advocacy Manager on country specific policy and advocacy work in line with our regional and global priorities; and with the Regional Technical Adviser on technical aspects of our service delivery. She/he will also have strong professional working relationships with Country Programme Teams and Regional Funding and Grants Manager in all fundraising and grant management aspects of our work in the region. She/he will also engage and work closely with our PSU team based in London Office.

**Qualifications, Skills and Experience required**

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| **Prerequisites** | * Experience within the Southern Africa region and international travel for up to 50% of the time
* Eligibility to work in any Southern Africa countries will be an added advantage
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|  | **Essential** | **Desirable** |
| **Education** | * At least a Masters level qualification in a relevant disciples such as Water Resource Management, Water Engineering, Environment Studies or any other subject as appropriate
 | * Post qualification in a related WASH related subjects
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| **Knowledge and technical skills** | * Experience in programme development and management with a particular focus on WASH humanitarian response and embedding resilience in development programmes.
* Experience in developing and implementing short and long term WASH humanitarian and development interventions
* Proven experience of advocacy and policy influencing work
* Experience of developing key strategic and operational humanitarian WASH approaches and models
* Experience of working in development, and preferably some exposure to the water and sanitation sector
* Experience of working in Southern Africa and a proven commitment to long term, sustainable development in the region
* Proficiency in both spoken and written English
* Proficiency for word-processing, presentations and spreadsheets
 | * Experience of preparation of project proposals and budgets for submission to diverse international donor base
* Experience of community-based water supply, sanitation and hygiene promotion projects
* Experience of developing key strategic and operational partnerships with NGOs and Government for programme interventions
* An understanding of WASH approaches and methodologies
* Ability to develop innovative approaches to development problems.
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| **Personal skills and qualities** | * Proven ability to provide technical advice, professional expertise and build capacity of senior team of professionals
* Experience in building strategic partnerships, negotiations and networking with a range of stakeholders including NGOs and government
* Experience of working with people from a variety of backgrounds
* Ability to think clearly and analytically
* Ability to work independently and consistently meet deadlines
* A strong commitment to non- discriminatory development work and employment practices
* Consultative and empowering management style and willingness to learn from others
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