



## Job Announcement

Position title: Sanitation Supply Chain (SSC) Officer  
Category: 8 months project contract position  
Reports to: Cambodia Country Representative  
Location: Phnom Penh, Cambodia

**Deadline for Applications:** February 22, 2017

### About Water.org

Water.org is a U.S.-based non-governmental organization working to increase access to water and sanitation services (WSS). Water.org has been in operation since 1990, implementing sustainable and scalable water and sanitation programs in conjunction with local NGOs and financial institutions.

Water.org has pioneered its WaterCredit initiative over the last several years, which works by building the capacity of carefully selected local financial institutions to offer affordable financing for water and sanitation facilities. WaterCredit programs support financial institutions through a combination of financial assistance and technical support. Since 2003, Water.org has implemented WaterCredit programs with 68 partner financial institutions in 14 countries, facilitating over one million water and sanitation loans totalling over \$220 million.

### Assignment Background

Water.org commenced activities in Cambodia in late 2015, partnering with microfinance institutions (MFIs) to design, pilot and launch loan products for financing the construction of household-level water/sanitation facilities such as toilets, septic tanks, wells, and piped water connections. As part of these programs, Water.org currently works with five MFI partners to develop strategies for engaging the water/sanitation supply chain to support client access to construction inputs and services. The supply chain coordination has proven to be a bottleneck and investment in this area should accelerate the pace of WSS lending. Water.org is planning to scale this effort to accelerate the construction of household sanitation facilities by providing additional support to the sanitation supply chains.

## Position Description

Water.org seeks highly motivated, adaptive, and creative Sanitation Supply Chain (SSC) Officer with strong WASH engineering background and community training skills, to implement and support this new project.

SSC officer will be part of a small, fast-paced Cambodia team. The opportunity requires multi-tasking skills and provides growth opportunity with diverse professional experience. This is a full-time project-based consultancy position with 20 working days per month for 8 consecutive months. The position will be based in Phnom Penh, with regular travel to provinces. The SSC Officer will report to the Cambodia Country Representative and work closely with other team members including US staff.

## Core Responsibilities

The SSC Officer is expected to communicate regularly with the Water.org team, and document progress toward program objectives.

Core responsibilities of the SSC Officer include but not limited to:

1. Develop 8 months' work plan for Sanitation Supply Chain Project in consultation with Water.org team.
2. Review latrine and construction models and develop effective dissemination strategy to raise awareness and build knowledge capacity among potential borrowers, masons, latrine business owners, MFI partners and other relevant stakeholders.
3. Using Water.org designed supply chain engagement models for MFI partners develop the best SSC engagement practices with each partner MFI.
4. Develop training materials to be delivered to WASH teams and senior management at MFI partners.
5. Plan, coordinate and deliver trainings to (i) Partner MFIs and (ii) Local masons and latrine business owners.
6. Other duties as required by Water.org team

## Detailed Tasks

1. *Develop 8 months' work plan for Sanitation Supply Chain Project in consultation with Water.org team.*
  - In close collaboration with Water.org team, conduct in-depth needs assessment with MFI partner, sanitation supply chain stakeholders, and potential clients to identify current gap.

- Develop work plan containing detailed activities, deliverables and timeframe.

The work plan should define objectives, the level of engagement of Water.org's team, WASH team from MFI partners and other external resources for each activity.

*2. Review latrine models and develop effective training to raise awareness and build knowledge capacity among clients, masons, latrine business owners, MFI partners and other relevant stakeholders.*

- In 2016 Water.org developed WASH Manual and Latrine Catalogue containing four main latrine models to promote through WASH loan. However, during the pilot-test, it is observed that clients are not aware of types of available latrine models, prices, and pro/cons of each model. This is due to lack of capacity at all layers of WaterCredit value chain. First assignment under this task 2 is to review these materials and “own” the content.
- Second, SSC officer should consider and advise low-cost options to the four basic latrine models. How to make low-cost available and be known by suppliers, masons, clients, and MFI partners.
- Third, Water.org has dissemination plans for the WASH Manual and Latrine Catalogue in March. SSC Officer is expected to refine the plan with Water.org staff. The strategies would include but not limited to: training to branch staff, and training to local masons on technical design of latrines and cost reduction options for each model.

*3. Review Water.org designed supply chain engagement models for MFI partners, and propose recommendations to improve effectiveness of the engagement.*

- Review Water.org developed supply chain engagement model of each MFI partners, and identify bottlenecks and barriers to WASH lending.
- Propose recommendations to improve the effectiveness of the engagement.

*4. Develop training materials to be delivered to WASH teams and senior managements at MFI partners.*

- Conduct rapid capacity need assessment with MFI partners to identify topics to be included in the training.
- Review information resources, especially WASH manual, other materials of Water.org, and other WASH sector resources to develop

training curriculums including topics, objectives, audiences, and timeframe.

*5. Plan, coordinate and deliver trainings to (i) Partner MFIs and (ii) Local masons and latrine business owners.*

- A1) Lead in planning series of training with MFI partners. The training should be provided in (i) March training, and (ii) ongoing training per MFI partner.
- A2) Lead in planning training to local masons and latrine business owners. It can be one time event format or ongoing basis per branch.
- B1) Lead in executing trainings to MFI partners, with Water.org team and WASH team at MFI partners.
- B2) Lead in executing training to local masons and latrine business owners.
- In case subject expert is needed, SSC officer will be responsible for searching resource persons to jointly deliver the training.
- Write and submit training report for each training by incorporating feedbacks/suggestions and recommendations for future improvement.

*7. Other duties as required by Water.org team*

- Collaborate on daily basis with Water.Org Cambodia team, provides frequent update and contribute in discussions.
- Assist Water.org team for gathering SSC related information and provide information needed for donor reporting.
- It is also expected that SSC officer to sometimes travel and provide trainings on the weekend to MFI partners.

## **Required Qualifications and Experience**

Individual applicant must have the following qualifications:

- Bachelor degree in WASH engineering or related field. Microfinance background a plus.
- 7-10 years experience with sanitation organization, engineering/construction companies, and/or related organizations.
- Demonstrated experience in project management, and training in WASH sector.
- Strong knowledge of sanitation supply chain in Cambodia.
- Demonstrated experience and familiarity with the development and delivery of training, preferably for microfinance or NGO employees.

- Strong background in institutional capacity building and technical assistance.
- Proven track record proactively identifying challenges and developing innovative solutions.
- Experience in reporting to and working with international development agencies, particularly with respect to water/sanitation and/or microfinance.
- Critical thinking, creativity, good judgment, initiative, attention to detail, and professionalism.
- Demonstrated ability to deliver results working in a small team.
- Strong communication skills to international team, MFIs, masons, suppliers, and to general public.
- Fluency in Khmer and English required;
- Willingness to travel up to 30%.

## Salary/Benefits

This consultancy position offers a competitive salary commensurate with level of experience.

## Application Information

Interested candidates may send a copy of their CV and a cover letter indicating their interest to [cambodia@water.org](mailto:cambodia@water.org). Please use the words “SSC Officer Application” in your email subject line. We shall review applications as they are received. Please do not attempt to contact Water.org about the status of your application.

*Water.org is an equal opportunity employer and is committed to providing an inclusive environment. We do not discriminate on the basis of race, color, religion, gender, gender expression, gender identity, age, national origin, ancestry, disability, marital status, sexual orientation, pregnancy status, military and veteran status, genetic information, and any other status protected by law. We provide qualified applicants and employees reasonable accommodation, when necessary, to enable individuals to complete the application process and/or perform the essential functions of the job.*

**Deadline for Applications: February 14, 2017**