

Position Title : **Programme Officer (Water, Sanitation and Hygiene (WASH))**
Duty Station : **Juba, South Sudan**
Classification : **Professional Staff, Grade P2**
Type of Appointment : **Special short-term graded, six months with possibility of extension**
Estimated Start Date : **As soon as possible**
Closing Date : **27 September 2023**

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 work environment. Read more about diversity and inclusion at IOM at www.iom.int/diversity.

Applications are welcome from first- and second-tier candidates, particularly qualified female candidates as well as applications from the non-represented member countries of IOM. For all IOM vacancies, applications from qualified and eligible first-tier candidates are considered before those of qualified and eligible second-tier candidates in the selection process.

For the purpose of this vacancy, the following are considered first-tier candidates:

1. Internal candidates
2. Candidates from the following non-represented member states:
Antigua and Barbuda; Barbados; Botswana; Cabo Verde; Comoros; Congo (the); Cook Islands; Dominica; Fiji; Grenada; Guinea-Bissau; Holy See; Iceland; Kiribati; Lao People's Democratic Republic (the); Madagascar; Marshall Islands; Micronesia (Federated States of); Namibia; Nauru; Palau; Saint Kitts and Nevis; Saint Lucia; Seychelles; Solomon Islands; Suriname; The Bahamas; Tonga; Tuvalu; Uzbekistan; Vanuatu

Second tier candidates include:

All external candidates, except candidates from non-represented member states.

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 issues, transition and recovery, transhumance conflict prevention, community-based violence reduction, community development and migration management.

Under the overall supervision of the Head of Humanitarian Assistance and Operations and the direct supervision of the Programme Coordinator (WASH), the Programme Officer (WASH) will provide programmatic, technical and administrative support to assist with the efficient and effective operationalization of the WASH portfolio in South Sudan.

Core Functions / Responsibilities:

1. Provide technical and administrative support to assist the Program Coordinator in the overall program and technical management of IOM WASH projects country wide with a special focus on targets, budgetary monitoring, reporting, procurement and logistics, Monitoring & Evaluation (M&E), and technical quality control.
2. Closely coordinate and liaise with WASH Officers in Sub-Offices of South Sudan CO on the progress of projects implementation.
3. Maintain up-to-date knowledge of all IOM WASH projects in South Sudan and coordinate information flows.
4. Assist in tracking project objectives, outputs and indicators committed.
5. Draft reports (regular updates, sit-reps, factsheets, briefings, etc.) of project activities as requested by the Programme Coordinator (WASH), checking that they are appropriate to the target audiences and that products are disseminated in a timely manner.
6. Assist the Programme Coordinator (WASH) in monitoring project expenditures and budget, and check whether the administrative procedures are in line with the workplan, alerting the Programme Coordinator (WASH) on shortfalls and over-expenditures.
7. Assist the Programme Coordinator (WASH) in the monitoring of the technical management of WASH activities.
8. Provide surge support to field offices as required.
9. Maintain records of projects files and documents related to Supply Chain, Human Resources (HR) and Finance. Monitor stock levels of IOM prepositioned WASH materials in Juba and Sub-Offices.
10. Closely liaise with IOM Procurement and Logistics Unit for the follow up of the procurement of WASH materials and the delivery to the Field Offices in a timely manner.
11. Provide project management support and technical information to the operations of the WASH Unit.
12. Assist with the coordination and dissemination of communications.
13. Participate in meetings with UN agencies, Non-Governmental Organizations (NGOs) and other stakeholders, as required.
14. Perform such other duties as may be assigned.

Required Qualifications and Experience:

Education

- Master's Degree in Civil Engineering or Environmental Engineering, or a strongly related water

and sanitation engineering field from an accredited academic institution with two years of relevant professional experience.

- University degree in the above engineering fields with four years of relevant professional experience.

Experience

- Experience in the implementation of water, sanitation and hygiene (WASH) projects in a complex humanitarian context such as South Sudan;
- Experience in program management, coordination and/or support, including MEAL activities;
- Experience in supervising staff and good coordination skills;
- Experience in maintaining working relationships with clusters, inter-agency coordination mechanisms and other stakeholders;
- Proven experience in the technical design, management and implementation of WASH infrastructure and services in a development context is highly desirable.

Skills

- Advanced know-how and skill on Water, Sanitation and Hygiene (WASH) principles in humanitarian and development settings;
- Excellent technical knowledge of WASH principles with a special focus on conventional and innovative (nature-based, circular, resource-oriented, etc.) faecal sludge management and solid waste management;
- Ability to coordinate a team in a complex post-crisis humanitarian setting;
- Good interpersonal, cross-cultural, and diplomatic skills;
- Proven ability to successfully operate in a high-stress environments and hardship locations;
- Demonstrated know-how and skills on integrated water resources management, ecological engineering, environmental sustainability, food security and climate resilience;
- Advanced computer literacy in Autocad, GIS, Hydraulic Engineering Software (Epanet, WaterCad, WaterGems, WaterHammer, etc.), Microsoft Office Suite (MS Word, Excel, and PowerPoint);
- Demonstrated ability to meet deadlines and deliver under pressure;
- Ability to produce thorough high-quality work within a tight timeframe;
- Excellent Monitoring and Evaluation (M&E) skills; management skills; organizational skills;
- Ability to work with limited supervision;
- Knowledge of the region is an advantage.

Languages

IOM's official languages are English, French, and Spanish.

For this position, fluency in English is required (oral and written). Working knowledge of Arabic is an advantage.

Proficiency of language(s) required will be specifically evaluated during the selection process, which may include written and/or oral assessments.

Notes

¹ Accredited Universities are the ones listed in the UNESCO World Higher Education Database (<https://whed.net/home.php>).

Required Competencies:

Values - all IOM staff members must abide by and demonstrate these five values:

- **Inclusion and respect for diversity:** Respects and promotes individual and cultural differences. Encourages diversity and inclusion.

- **Integrity and transparency:** Maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- **Professionalism:** Demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.
- **Courage:** Demonstrates willingness to take a stand on issues of importance.
- **Empathy:** Shows compassion for others, makes people feel safe, respected and fairly treated.

Core Competencies – behavioural indicators level 2

- **Teamwork:** Develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results:** Produces and delivers quality results in a service-oriented and timely manner. Is action oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge:** Continuously seeks to learn, share knowledge and innovate.
- **Accountability:** Takes ownership for achieving the Organization's priorities and assumes responsibility for own actions and delegated work.
- **Communication:** Encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

Managerial Competencies – behavioural indicators level 2

- **Leadership:** Provides a clear sense of direction, leads by example and demonstrates the ability to carry out the Organization's vision. Assists others to realize and develop their leadership and professional potential.
- **Empowering others:** Creates an enabling environment where staff can contribute their best and develop their potential.
- **Building Trust:** Promotes shared values and creates an atmosphere of trust and honesty.
- **Strategic thinking and vision:** Works strategically to realize the Organization's goals and communicates a clear strategic direction.
- **Humility:** Leads with humility and shows openness to acknowledging own shortcomings.

IOM's competency framework can be found at this link.

https://www.iom.int/sites/default/files/about-iom/iom_revised_competency_framework_external.pdf

Competencies will be assessed during a competency-based interview.

Other:

Internationally recruited professional staff are required to be mobile.

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

This selection process may be used to staff similar positions in various duty stations. Recommended candidates will remain eligible to be appointed in a similar position for a period of 24 months.

The list of NMS countries above includes all IOM Member States which are non-represented in the Professional Category of staff members. For this staff category, candidates who are nationals of the duty station's country cannot be considered eligible.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances. Subject to certain exemptions, vaccination against COVID-19 will in principle be required for individuals hired on or after 15 November 2021. This will be verified as part of the medical clearance process.

Vacancies close at 23:59 local time Geneva, Switzerland on the respective closing date. No late applications will be accepted.

How to apply:

Interested candidates are invited to submit their applications via PRISM, IOM e-Recruitment system, by 27 September 2023 at the latest, referring to this advertisement.

IOM only accepts duly completed applications submitted through the IOM e-Recruitment system. The online tool also allows candidates to track the status of their application.

Only shortlisted candidates will be contacted.

For further information please refer to: www.iom.int/recruitment

Posting period:

From 14.09.2023 to 27.09.2023

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training or other fee). IOM does not request any information related to bank accounts.

Requisition: SVN 2023 331 Programme Officer (Water, Sanitation and Hygiene (WASH)) (P2) Juba, South Sudan (58352216) Released
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