

Call for Applications - Development of the Humanitarian WASH Core Competency Framework – Initiative 5 of the WASH Road Map



Place of Assignment	The consultant will be home-based, with potential travel or in-person meetings as required and agreed upon.
Duration of Assignment	<p>The consultancy will run from August to December 2025.</p> <p>The total number of working days is estimated at 63 days, distributed as follows:</p> <p>Phase 3: 45 working days</p> <p>Phase 4: 18 working days</p> <p>Please refer to this Concept Note to read more about Initiative 5.</p>
Nature of The Assignment	The assignment involves leading Phases 3 and 4 of the WASH Competency Framework development. Phase 3 focuses on finalising the framework through stakeholder engagement, workshops, and pilot testing. Phase 4 includes developing support materials to guide the framework's dissemination and application in humanitarian settings.
<p>Context and Scope</p> <p>In 2019, humanitarian assistance reached a global peak, with the water, sanitation, and hygiene (WASH) sector playing a central role in emergency response efforts. However, despite its critical importance, WASH responses have often fallen short of established humanitarian or sectoral standards due to capacity, preparedness, and funding limitations. This has led to services and assistance that are not fully accountable and fail to address the priority needs of affected populations.</p> <p>Now is the time to take decisive action to strengthen the capacity of the WASH sector. By prioritizing preparedness and resilience across the humanitarian-development continuum, we can ensure high-quality, accountable responses to emergencies. Adopting a risk-informed approach allows us to build resilience and mitigate the impacts of emergencies, while also addressing broader challenges such as climate change and environmental protection.</p> <p>Innovative, predictable, and flexible multi-year funding mechanisms are essential to maximizing gains and achieving the ambitious targets set by the Sustainable Development Goals (SDGs) in the WASH sector.</p> <p>Through collective commitments and strategic engagement, we can implement the WASH Road Map, which offers innovative approaches to saving lives, improving public and environmental health outcomes, and fostering synergies between acute emergencies and long-term development.</p> <p>This consultancy is under Initiative 5 of the WASH Road Map, which sets out to develop a comprehensive competency framework for the humanitarian WASH sector that:</p>	

“Serves as the cornerstone for workforce development activities, guiding professional training, recruitment, and accreditation processes. By promoting a common language and framework across various sectors, it supports professionalization and enhances workforce resilience in the face of evolving challenges such as climate change.”

Creating an effective competency framework requires consultation with a diverse range of stakeholders, including professionals from “WASH, Human Resource, and Training from diverse backgrounds, including public, private sectors, academia, and vocational training schools”.

The development of a competency framework should be underpinned by the key principle of “co-designing with end-users to ensure that the framework meets their needs effectively, through user testing and feedback from HR managers, WASH Managers or Trainers, and private sector representatives, [that will] refine the framework to make it user-friendly and practical.”

Primary Responsibilities Under This Assignment

The consultant will be expected to carry out the following responsibilities:

1. Review Phase 2 stakeholder consultation findings and other relevant background materials.
2. Liaise with accreditation bodies and training institutions to align the framework with best practices.
3. Draft a revised version of the humanitarian WASH competency framework.
4. Design and conduct a small-scale pilot to test the usability and relevance of the draft framework.
5. Gather and analyze feedback from pilot participants.
6. Finalize the competency framework based on pilot insights and stakeholder input.
7. Draft clear, user-friendly supporting materials and guidance for framework implementation.
8. Revise materials following stakeholder feedback.
9. Prepare for and support the soft launch of the framework.
10. Coordinate closely with Initiative 5 Task Force.
11. Participate in regular virtual coordination meetings.
12. Provide progress updates and flag any issues that may affect timelines or deliverables.
13. Submit a comprehensive final report with all key outputs and recommendations.

Deliverables

The consultant will be expected to submit the following key deliverables:

1. Revised Competency Framework Draft based on Phase 2 feedback and comparative analysis.
2. Pilot Design and Implementation Report includes pilot plan, list of participants, methodology, and outcomes.
3. Final Competency Framework incorporating all stakeholder and pilot feedback.
4. Supporting Materials and Guidance Documents with practical tools and guidelines to assist in framework adoption and implementation.
5. Final Consultancy Report with a comprehensive summary of the assignment, process, results, and recommendations for future action.

Performance Indicators

<ol style="list-style-type: none"> 1. All deliverables are submitted according to the agreed timeline (August to December 2025), unless otherwise approved by the contracting agency. 2. Deliverables (framework drafts, reports, and support materials) are clear, relevant, technically sound, and aligned with humanitarian WASH sector needs. 3. The final framework reflects stakeholder feedback and is practical for use across the sector. 4. Active and inclusive engagement with key stakeholders throughout the process. 5. Feedback from consultations and pilot testing is effectively incorporated. 6. Consultant's time and resources are managed efficiently within the agreed budget and number of working days, and progress is reported consistently and accurately to RedR UK. 	
Education, Experience and/or skills required <ol style="list-style-type: none"> 1. Advanced degree in International Development, Environmental Science, Water Resources Management, or a related field. 2. 5+ years of experience in the WASH sector, with a focus on humanitarian and development contexts. 3. Proven experience in developing competency frameworks and training materials. 4. Familiarity with sector-wide coordination mechanisms, such as the Global WASH Cluster or similar humanitarian Initiatives. 5. Strong analytical, facilitation, and organisational skills. 6. Ability to work independently, meet deadlines, and manage complex multi-stakeholder processes. 	
Unit to which the Consultant is Reporting	The consultant will report to RedR UK, in coordination with Initiative 5 representatives of the WASH Road Map.
Languages	Excellent written and verbal communication skills in English.
Consultancy Payment Terms	<p>Payments will be made in tranches upon satisfactory submission and approval of deliverables, as outlined below:</p> <p>1st Payment 30% – Upon contract signature and submission of detailed work plan.</p> <p>2nd Payment 40% – Upon submission of the draft framework and pilot implementation report.</p> <p>3rd Payment 30% – Upon submission and approval of the final framework, support materials, and final report.</p>

Only short-listed individuals who are matching required criteria for the consultancy will be contacted.

How to apply:

Interested candidates are invited to submit the below through e-mail to rasha@washroadmap.org mentioning the “Initiative 5 Consultancy” in the subject line. No later than 15/08/2025

- Resume
- Cover letter
- Work plan
- Financial offer (or invoice)
- Confirm availability to start immediately

