

Consultancy

Experienced Trainer to support the implementation of the Facilitators Training for Environmentally Sound and Climate Resilient WASH (ECT) In Managua, Nicaragua in Spanish

Time frame: October – December 2025

Date of Training: 01.-05.12.2025

Duration: Preparation, travel and report (home-based) : 8 days
Training (in person) Managua, Nicaragua : 5 days + 1 day preparation

Total: up to 14 days

Supervision & Reporting to: The consultant will report to the responsible project coordinator of the German Toilet Organization e.V.

About the training

The training equips WASH practitioners as facilitators with skills to mainstream and advocate for environment and climate-sensitive WASH approaches. Participants will learn about how environmental impacts of humanitarian action can be minimized and how humanitarian WASH can become more resilient against climate change disasters. Engaging and participatory training methods are key.

Aside from the technical knowledge participants will improve their skills as a facilitator of training on environmentally sound and climate resilient WASH. They will receive ready-made training packages, that can be used to conduct your own training.

The Workshop consists of 8 technical modules targeting environmentally sound and climate resilient WASH practices in humanitarian action with a focus on localization and community empowerment.

The 9 technical training modules:

1. Setting the stage for environmentally sound and climate resilient transformation
2. Environmental mainstreaming along the humanitarian project cycle
3. Environmental **screening**
4. Climate change-related **disaster risk reduction (DRR)**
5. Environmentally sound and climate-resilient (ECT) tools and methods
6. Environmentally sound and climate-resilient (ECT) **water provision**
7. Environmentally sound and climate-resilient (ECT) **sanitation**
8. Environmentally sound and climate-resilient (ECT) **hygiene and waste**

The technical modules are embedded in facilitation skills training units on adult learning, trainer roles and facilitation tools. The training methods are practitioner-oriented and participatory and will be adjustable to your local context. Participants will practice those a lot during the training. Through a "flipping the classroom" methodology they will design and conduct one session in a small

team and get constructive feedback to improve your presentation and facilitation skills.

Target audience

The training targets about 15 advanced practitioners of humanitarian WASH Action. Fluent Spanish and basic knowledge in climate resilience and environmental concerns are preconditions for participating in the training.

Objective

Support the effective implementation of the “ECT WASH Facilitation for Environmentally Sound and Climate Resilient humanitarian WASH”. That includes the preparation of the participants through online meetings and individual support, the conduction of the training in Spanish

Tasks and duties

1. virtual briefing meetings on demand for preparations with co-facilitators
2. translation of the ready-made training package (9 slidedecks and 9 facilitation guides) as well as 1 instruction document from English to Spanish (AI supported) (6 days)
3. facilitation of 2 digital preparation meetings with the participants (1 day)
4. Co-facilitation of the 5-day training in Managua, Nicaragua incl.
 - Timely and professional activities and breaks
 - Ensuring consistency of messages by the facilitation team for the course
 - Support and advise participants in the preparation of own practice sessions, and provide constructive feedback
5. Debriefing with Co-facilitators
6. Draft short training report and revision of material

Remuneration and payment schedule

Remuneration will be made deliverable-based:

- 30 % after translation of the training package
- 70 % on completion of the training.

Travel expenses to Managua (flights, transfer, accommodation) and other direct costs (e.g. materials) related to the assignment are only reimbursable against original receipts cost needs to be according to [BRKG - Bundesreisekostengesetz](#) and approved by GTO in advance.

Qualification and Expertise

- A minimum of 5 years of experience in facilitating high quality training workshops, particularly training of trainers’ programmes (preferable in Spanish language)
- Proven experience in climate and environment aspects of humanitarian WASH.
- Substantial knowledge and experience in participatory capacity building:
 - thorough and proven knowledge of the adult learning principles
 - experience in applying interactive learning methods and tools
 - strong skills in facilitation and intercultural communication
- University degree in a related area
- Good knowledge and understanding of current good practices with regard to WASH in Central America
- Multidisciplinary skills and the ability to communicate effectively to people with varying technical knowledge/skills and from different educational and cultural backgrounds



- Ability to work both independently and as part of a team
- Minimum advanced proficiency, ideally native or near-native in written and spoken Spanish (C1/C2)
- Advanced proficiency in written and spoken English

The offer should consist of the following:

- Cover letter / technical offer, incl. a summary of training record and experience with similar tasks
- Financial offer with budget according to the schedule (incl. daily rate and total)
- CV

➔ Interested candidates are requested to submit their expression of interest **by October 13, 2025 to Natalie Rzehak**

➔ natalie.rzehak@germantoilet.org

If you have any questions regarding the training and the content, please contact us.