



SHORT VACANCY NOTICE

Open to External and Internal Candidates

Position : **Senior Program Assistant (WASH HP and RCCE)**
Organizational Unit : **WASH**
Duty Station : **Maiduguri**
IOM Classification : **G6**
Type of Appointment : **Special Short-Term (SST) 6 months with the possibility of extension**
SVN No. : **SVN2023.17**
Estimated Start Date : **As soon as possible**
Closing Date : **13 March 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. 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.

Context:

Since the establishment of the IOM Water, Sanitation, and Hygiene (WASH) program in northeast Nigeria as a standalone program in January 2018, more than 770,000 people have been assisted across Borno and Adamawa states.

IOM's WASH activities and services have been ensuring access to safe water facilities and adequate services through drilling boreholes, installation, construction, care, maintenance, and rehabilitation of water systems; and providing dignified, safe, clean, and functional sanitation facilities by the construction, care, operation, and maintenance of sanitation facilities. Additionally, the Program improved hygiene practices at the community level, including WASH-related disease prevention, by the establishment, training, and equipment of community-based WASH committees.

IOM's hygiene promotion and risk communication and community engagement component have been critical to the sustenance of its projects. IOM continues to engage with its partners and affected populations using an innovative and community-led approach in camps, camp-like settings, host communities, and institutions. These are implemented using multiple context specific IEC and RCCE materials developed by the WASH team and translated into different languages targeting a broad spectrum of individuals affected by the crisis. IOM's Hygiene promotion and RCCE strategy also supports and promotes the WASH sector and Government's hygiene promotion strategy.

Working under the overall supervision of the Head of Sub Office/Emergency coordinator and direct supervision of the Program Manager (WASH) the SM will be responsible for carrying out project functions under IOM's regulations, rules, and procedures.

Under the overall supervision of the Senior Field Coordinator and direct supervision of the Programme Manager (WASH), the successful candidate will contribute to the implementation, strategy development, and monitoring of WASH Risk Communication and Community Engagement and Hygiene-related activities.

Core Functions / Responsibilities:

1. Provide technical inputs for developing an overall behavior change strategy for integrating RCCE and hygiene promotion activities.

2. Implement specific results-oriented interventions based on the approved overall strategy. Interventions may include, but are not limited to, awareness-raising events, communication and messaging, and training of staff and volunteers on good wash and public health practices.
 3. Support the resource mobilization efforts by implementing RCCE campaigns, organizing capacity-building activities, and coordinating interventions with local authorities, other local humanitarian actors, and community leaders.
- 4. Supervision and control areas /aspects:**
- a. Supervise WASH and hygiene promotion operations in the field, including assisting with field-level coordination of mobilization activities such as hygiene kit distributions, RCCE campaigns, and community promotion activities related to WASH.
 - b. Supervise relevant staff, Hygiene Promoters, Community Mobilizers, and Outreach Workers. Coordinate periodic training for staff to facilitate the quality of messages and complete coverage of the population.
 - c. In coordination with the Procurement and Logistics Unit (PLU), assist in procuring culturally and linguistically appropriate Information, Education, and Communication (IEC) materials like hygiene kits and others.
- 5. Monitoring and Evaluation:**
- a. Assist in monitoring activities and analyze the intervention's progress to help increase the effectiveness of hygiene interventions for better public health outcomes. Participate in field assessments in IOM areas of work on an as-needed basis. This should include recommending specific actions for improvement.
- 6. Coordination:**
- a. Coordinate with local actors and facilitate the integration of critical messages to prevent water-related diseases and gender-based violence (GBV).
 - b. Maintain working relationships with other clusters or agencies, where appropriate, to help raise awareness of the importance of good hygiene practices for public health.
 - c. Facilitate cross-cutting matters into the WASH programming such as GBV, Accountability to Affected Populations (AAP), Environment, and other cross-cutting issues of relevance.
7. Perform such other duties as may be assigned.

Required Qualifications and Experience

- Experience in community mobilization, preferably in humanitarian crises and support of emergency responses with four years of professional experience;
- Experience working with different international organizations specialized in humanitarian assistance (e.g., UN agencies, INGOs, IOs, and Donors);
- Proven experience implementing interventions that include methodologies to address behavior change to promote hygiene; and,
- Experience in implementing KAP surveys, PDM, and WASH evaluations.

Education

- University degree in Public Health, Anthropology, Sociology or a related field from an accredited academic institution with four years of relevant professional experience.
- Master's degree in the above fields will be an advantage.

Skills:

- Excellent Monitoring and Evaluation (M&E) Skills; Managerial Skills; Organizational Skills;
- Ability to work with limited supervision;

- Works effectively with local authorities, stakeholders, beneficiaries, and the broader community to advance country office or regional objectives

Languages

Fluency in English and working knowledge of the local languages.

Required Competencies

The incumbent is expected to demonstrate the following values and competencies:

Values

- Inclusion and respect for diversity respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.

Core Competencies – behavioral indicators *level 1*

- 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 (as applicable)*

- 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 potential.
- Empowering others & building trust: creates an atmosphere of trust and an enabling environment where staff can contribute their best and develop their potential.
- Strategic thinking and vision: works strategically to realize the Organization's goals and communicates a clear strategic direction.

Other

Only candidates residing in the country of the duty station and within commuting distance of the duty station will be considered.

Appointment will be subject to certification that the candidate is medically fit for appointment, confirmation of all documents, and security clearances.

The appointment is subject to funding confirmation.

Women with the above qualifications are encouraged to apply.

How to apply:

Interested candidates are invited to submit their applications via email to **HRNIGERIA@iom.int** indicating the position applied on the subject line by **Monday, 13 March 2023**, and follow this link: <https://forms.office.com/e/VHnMs5zzz5>

For the applications to be considered valid, IOM only accepts applications with a cover letter of not more than one page specifying the motivation for application, addressed to **Human Resources, International Organization for Migration (IOM)**, and with a subject line **SVN2023.17 Maiduguri Senior Program Assistant HP and RCCE WASH G6**

All applications should include a functional email address, mobile numbers, and detailed curriculum vitae (CV).

Please note that this position is open only to Nigerian National applicants and only shortlisted candidates will be contacted.

Posting period:

From 28.02.2023 to 13.03.2023

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.

