

Preliminary Job Information

Job Title	WASH ADVISOR
Country and Base of Posting	DEPUTY HEAD OF MISSION FOR PROGRAMS
Reports to	JALALABAD, AFGHANISTAN
Duration of Mission	12 months

General Information on the Mission

Context

Première Urgence Internationale (PUI) is a non-governmental, non-profit, non-political and non-religious international aid organization. PUI teams are committed to support civilian victims of marginalization and exclusion, or hit by natural disasters, wars or economic collapse, by answering their fundamental needs. Our aim is to provide emergency relief to uprooted people in order to help them recover their dignity and regain self-sufficiency. The Association leads in average 200 projects by year in the following sectors of intervention: food security, health, nutrition, construction and rehabilitation of infrastructures; water, sanitation and hygiene, and economic recovery. PUI provides assistance to around 6 million people in 23 countries – in the Caribbean, Africa, Asia, Middle East, Eastern Europe and France.

Afghan Mission is the oldest PUI mission with the first medical intervention launched in 1980 just after the Soviet invasion. Since then, Afghanistan has mostly been in conflict, with national armed groups and international forces that is causing mass casualties and massive movements of population within or out of the country. According to IOM Displacement Tracking Matrix (DTM), the total number of displaced population for the period 2012-2019 that currently live in host communities reached 4,350,900 individuals. The same time, the country has witnessed a strong wave of returnees from abroad at 3,451,510 people. This latter figure is expected to grow further in 2020 as large numbers of Afghans have fled the COVID-19 outbreak from neighboring countries (mainly from Iran). The high number of returns put additional pressure on host communities, fragile livelihoods and public services that are already strained by conflict and economic underperformance.

The achievements realized in the years following 2001 invasion are now jeopardized by the intensification of conflict and violence and fragile governance. Indeed, due to the increase of the attacks, casualties, displacements and consequently, of the acute needs, the United Nations reclassified Afghanistan conflict from a protracted to an active one. Armed groups are threatening the Government of Afghanistan that struggles to impose its vision of development despite continuous extended military, financial and political support, nationally and internationally.

As Afghanistan continues to face an extremely complex humanitarian challenges, the country remains one of the world's largest refugee crisis. According to the World Bank data, by end of 2018, the number of Afghans refugees stood at close to 2.7m, following only the Syrian crisis.

In the current context, with elevated pressure on aid organizations by different actors, fragmented conflict that happens to a large extent away from urban centers, the capacity to deliver aid to those in need is particularly challenging. Access to remote areas is volatile, with military offensive and/or threats, expulsion by armed groups that cause agencies to suspend their operations at times. Health actors are particularly at risk as attacks on health facilities and staff continue to happen across the country with a visible intensity in areas where PUI operates.

In 2020, the COVID-19 pandemic advanced the crisis even further. Humanitarian Needs Overview (HNO) expects now 14m of Afghans, or 37% of the country's population, in need for assistance. This figure is revised upward from 9.4m estimated earlier in 2020 and from 6.3m in 2019.

PUI's Strategy in the Country

PUI orients its programs on addressing the fundamental needs of the Afghan populations through provision of assistance based on humanitarian principles and aligned with the concept of *do no harm*. Indeed, neutrality and impartiality are the key in order to enable humanitarian access to the affected communities, in particular in remote areas and territories contested or under control of the armed groups. PUI interventions are implemented in a coordinated manner and must demonstrate strong support and co-ownership of the stakeholders and beneficiaries. Grass root approach and engagement of communities is possible as the Agency maintains acceptance and relationships locally for years, and involves stakeholders in all stages of its actions from design of activities to community-based feedback mechanism and other accountability instruments.

Over the past 40 years of response in Afghanistan, PUI has delivered health and nutrition assistance with aim to reduce morbidity and mortality in vulnerable populations. The Organization contributed to the reconstruction of the health system and expansion of access to quality health services across 11 provinces altogether.

Until now, health remains PUI strong expertise in the country and the entry point to implement the integrated approach that combines primary health care, nutrition, sexual and reproductive health, maternal health, hygiene and sanitation, and increasingly psychosocial support. Since 2013, PUI has started interventions on emergency preparedness and trauma services to conflict-affected populations. As Afghanistan became the world's deadliest conflict in 2018 with 59% annual increase in terrorism-related deaths, it is indeed crucial to maintain capacity to respond to mass casualties and/or populations displaced suddenly.

In terms of geographical coverage, PUI increasingly orients its operations to remote areas and territories contested or under the control of the armed groups.

Programmatic Objectives for 2019-2021

In the period of 2019-2021, PUI has remained aligned with the efforts to date, and continues ensuring access to quality health services through both mobile and static facilities. The Agency also increasingly prioritizes the needs related to mental health not only among vulnerable populations at large but also among humanitarian community exposed to traumatic events in their daily work. Other active sectors of interventions involve nutrition, WaSH, mainstreamed protection and cash-based assistance. PUI considers further expansion to complementary areas for instance food security and livelihoods.

History of the Mission and current Programs

Prior to the merger with Première Urgence (PU), Aide Médicale Internationale (AMI) had been present and known among local populations in Afghanistan since 1980 for health programs. To be noted that PUI continues operating in Afghanistan under the logo and name of PU-AMI. Currently the Organization is implementing the following programs in the eastern provinces of Nangarhar, Kunar, Laghman and Nuristan:

Health:

Focuses on provision of access to quality primary health care services through mobile and static clinics. Through mobile health teams (MHTs), communities are provided with primary health care consultations, malnutrition diagnosis and treatment, vaccination, ante- and postnatal care, hygiene promotion and general health education, as well with psychosocial support. In static facilities, PUI supports trauma posts oriented on specialized services to care for victims of conflict activities or other major or minor traumas. In other health facilities, including two hospitals in Jalalabad, PUI provides for nutrition and sexual and reproductive health care.

Nutrition:

Malnutrition remains at dangerously high levels across Afghanistan, and PUI currently integrates a nutrition component (diagnosis, treatment, education) with other healthcare activities. In terms of geographical coverage, nutrition services are being provided in particular in remote areas where access to healthcare system is reduced or non-existent.

Psychosocial Support:

Psychological trauma remains difficult to quantify due to low reporting, diagnosis and overall low quality of available services, though the likelihood of significant portion of the population suffering mental health issues is to be high or very high as the conflict continues for now four decades and poverty is deepening across the country. PUI integrates and provides the psychosocial support at community-level and in health facilities, for now mainly in the form of awareness, individual sessions and referrals. Furthermore, first as a pilot project, and now at a broader scale, PUI has developed a Psychological First Aid (PFA) package deployed primary at the First Aid Trauma Posts (FATPs) and with aim to provide for immediate psychological relief to those who suffered a major trauma.

WaSH:

In complement to the implementers of Basic Health Care Package and Essential Package of Hospital Services at the health facilities level, PUI provides for the rehabilitation of water supply and sanitation infrastructure making sure that gender inequalities are addressed. PUI also ensures health facilities in remote areas have access to clean water through boreholes drilling powered with solar energy. Furthermore, in communities, the Organization provides hygiene awareness enhanced by the distribution of hygiene kits.

COVID-19 Outbreak:

Since March 2020, and in close collaboration with a variety of stakeholders and actors, PUI has been actively engaged in preparedness and mitigation of the progressing COVID-19 outbreak with main objective to interrupt or slow down the chains of transmission. Infection prevention control (IPC) support to PUI-run MHTs and health facilities is being strengthened through training, provision of materials and equipment, as well as implementation of a number of relevant protocols. In remote areas, PUI introduced and reinforced the risk communication in order to raise understanding of the viral disease and reduce rumors. Furthermore, the Organization enhanced its psychosocial assistance services to cover distress related to COVID-19 including stigmatization.

Configuration of the Mission	
BUDGET 2019 – 2020	7 million EUR
BASES	Kabul (coordination office), Jalalabad (field office), Assadabad (field office)
NUMBER OF EXPATRIATES	11
NUMBER OF NATIONAL STAFF	250
NUMBER OF CURRENT PROJECTS	2 (other grants are under negotiation)
MAIN DONORS	ECHO, USAID/OFDA
ACTIVITY SECTORS	Health, Protection, Nutrition, WaSH
EXPATRIATE TEAM ON-SITE	<p>Kabul (country management): Head of Mission (HoM), Deputy Head of Mission for Programs (DHoMP), Health Coordinator, HR Coordinator, Financial Coordinator, Logistics Coordinator, Grants Officer</p> <p>Jalalabad: (field management): Field Coordinator, Deputy Field Coordinator for Programs, MEAL Manager, MHPSS Technical Advisor</p>

Job Description

Overall Objective

WaSH Advisor will be working under the direct management of Deputy Head of Mission for Programs (DHoMP). S/he will work closely with program implementation teams with objective to ensure the technical quality and standardization of all PUI WaSH activities in Afghanistan. S/he will take active part in the development of new grant applications proposing most relevant or/and innovative solutions and approach with regard to water and sanitation. S/he will represent PUI at different technical meetings and forum, manly WaSH cluster and its sub-groups.

The successful candidate will be based in Jalalabad and travel frequently to Coordination Office in Kabul.

Tasks and Responsibilities

- ▶ **Technical support and oversight** – S/he will provide the technical support and guidance to the program implementation team, as well as will ensure the quality of all PUI activities related to WaSH taking into account national, international, and internal standards. S/he will also develop PUI internal capacity on WaSH related matters through standalone training, training on the job and mentoring with a focus around WaSH and Health.
- ▶ **Strategy** – S/he will support the DHoMP in the design and inclusion of WaSH activities in PUI programs and strategy in Afghansitan
- ▶ **Representation** – S/he will liaise with stakeholders in Afghanistan working in the WaSH sector including but not limited to WaSH Cluster and its technical working groups, Ministry of Rural Rehabilitation and Development, and ensure the effective coordination as well as visibility of PUI WaSH activities

Specific Objectives linked to Activities

1. TECHNICAL SUPPORT TO WaSH PROGRAMS IMPLEMENTATION

- ▶ S/he provides the technical support and guidance throughout the project implementation cycle including the stages of needs identification, designing of activities, capitalization and report writing
- ▶ Under direction of DHoMP and in cooperation with WaSH Advisor in HQ, s/he develops guidelines, SOPs, tools as required by the teams to ensure quality, efficiency and timeliness of the implemented WaSH activities
- ▶ S/he supports in assessments of WaSH related needs through development and/or revision of the tools, their contextualization, information collection in particular from WaSH cluster and its technical groups, Ministry of Rural Rehabilitation and Development, and other relevant actors, as well as analysis of the collected data

2. TECHNICAL MONITORING AND REPORTING

- ▶ S/he oversees the technical quality of the WaSH sector activities and ensures that those activities are performed and implemented with consistent approach, according to the national and international standards, and in a timely manner
- ▶ S/he proposes methodology and develops tools with objective to regularly monitor the WaSH activities and ensures constant improvement in quality
- ▶ S/he follows up and reviews the project monitoring tool with aim to ensure the timely progress towards the set objectives and targets
- ▶ S/he alerts DHoMP in case of delays anticipated in the implementation of WaSH sector activities and other challenges that engager achievement of the set objectives and targets, and suggests the necessary adjustments (in terms of activities, budget, work plan, etc.)
- ▶ S/he feeds the senior management country team with regular progress reports, particularly in analysis of indicators and results of the mission's WaSH sector programs and activities
- ▶ S/he compiles and submits the WaSH cluster and other technical reports

<ul style="list-style-type: none"> ▶ S/he verifies and finalizes the WaSH activity reports, including but not limited to intermediary and final donor reports with regard to the WaSH sector
<p>3. STRATEGY DEVELOPMENT AND CAPITALIZATION</p> <ul style="list-style-type: none"> ▶ Under the direction of DHoMP, s/he contributes to the development of the Mission's strategy for the WaSH sector ▶ S/he actively participates in the Mission's strategy exercise and contributes to the production of the Mission's action plans ▶ S/he leads the diagnosis of the WaSH sector in the Mission and develops the corresponding action plans to address the identified gaps and needs ▶ S/he identifies and collects evidence-based promising practices, and supports their dissemination across the Mission, as well as their incorporation in ongoing and planned programs
<p>4. SUPPORT AND OVERSIGHT OF WaSH TEAMS</p> <ul style="list-style-type: none"> ▶ S/he is technical referent to WaSH project managers and ensures effective functional link to the implementation teams ▶ S/he leads the WaSH sector meetings at the Mission level, and contributes to other coordination, project review and consultation meetings ▶ S/he organizes technical training for the project staff with objective to enable them to implement the activities effectively and according to the national and international standards ▶ S/he identifies the training needs and ensures that the project staff receive capacity building (through on-job sessions, mentoring, regular feedback, external training) ▶ S/he contributes to the performance appraisals and participates in the recruitment processes of manager-level staff responsible for WaSH implementation
<p>5. REPRESENTATION AND INTERNAL COORDINATION</p> <ul style="list-style-type: none"> ▶ S/he ensures visibility and knowledge-sharing of WaSH interventions with other stakeholders (WaSH cluster, its technical working groups, other technical forums, and in working relations with the Ministry of Rural Rehabilitation and Development) ▶ S/he attends regularly all relevant meetings, in particular the WaSH cluster and its working groups ▶ S/he participates in meetings with donors when requested, and provides updates on PUI programming in the area of WaSH ▶ S/he participates and promotes the reinforcement of the referral framework for WaSH activities among existing stakeholders ▶ S/he ensures a suitable coordination between Kabul Coordination Office and field offices regarding WaSH activities with a focus on wash and health complementarities ▶ S/he participates in the coordination meetings in Kabul and other internal meetings when requested
<p>6. LOGISTICS AND FINANCES</p> <ul style="list-style-type: none"> ▶ S/he ensures that high priority procurements are monitored and prioritized by the logistics team ▶ In collaboration with the logistics team, s/he ensures that procurements are prepared in accordance with the WaSH sector standards, contributes to analyzing the bids and possible negotiations with selected suppliers ▶ S/he works closely with WaSH engineer on development of technical Bills of Quantities, technical specifications and drawings for planned WaSH activities ▶ S/he monitors spending against the budget; alerts DHoMP and Field Coordinator in case of under/over-spending and suggests solutions
<p>Team Management</p> <ul style="list-style-type: none"> ▶ Reports to: Deputy Head of Mission for Programs ▶ Direct management of: none ▶ In collaboration with (not exhaustive): project managers, health team, logistics team, finance team, MEAL team, Deputy Field Coordinator for Programs

Required Profile		
Required Knowledge and Skills		
	REQUIRED	DESIRABLE
TRAINING	<ul style="list-style-type: none"> ▶ Bachelor's or Master degree in a field related to civil and/or environmental engineering, hydraulics, hydrogeology or a related degree 	<ul style="list-style-type: none"> ▶ Training and/or degree in project management
PROFESSIONAL EXPERIENCE	<ul style="list-style-type: none"> ▶ Humanitarian ▶ International ▶ Technical 	<ul style="list-style-type: none"> ▶ Minimum of 3 years' experience in and knowledge of engineering and construction practices, particularly in the field of WaSH ▶ Minimum of 2 years' experience in work with NGOs ▶ Knowledge of the WaSH sector related standards
		<ul style="list-style-type: none"> ▶ Knowledge of the WaSH national standards in Afghanistan ▶ Experience of work in volatile contexts

KNOWLEDGE AND SKILLS	<ul style="list-style-type: none"> ▶ Strong Knowledge of engineering and construction practices ▶ Good training and mentoring skills ▶ Strong planning and analysis skills ▶ Strong writing skills 	
LANGUAGES <ul style="list-style-type: none"> ▶ French ▶ English ▶ Other (to be specified) 	<ul style="list-style-type: none"> ▶ Excellent command in writing and editing documents in English 	<ul style="list-style-type: none"> ▶ Knowledge of Dari/Pashtu is an asset.
SOFTWARE <ul style="list-style-type: none"> ▶ Pack Office ▶ Other (to be specified) 	<ul style="list-style-type: none"> ▶ Strong computer skills essential, including ability to operate Microsoft Word, Excel, database management software, statistical packages, GIS. 	

Required Personal Characteristics (fitting into the team, suitability for the job and assignment)

- ▶ Commitment to humanitarian principles
- ▶ Strong commitment to support and develop capacity of the teams through mentoring and second-layer leadership
- ▶ Ability to work on own initiative and collaboratively as part of a diverse team and manage a varied workload
- ▶ Proven capacity for analyzing and synthesizing comprehensive information and technical data
- ▶ Ability to write and edit reports under deadline pressure
- ▶ Ability to guarantee effective and timely outputs
- ▶ Self-motivated, flexible and adaptable to the needs of the team and organization
- ▶ General ability to resist stress
- ▶ Important organization and rigor skills
- ▶ Ability to work in stressful situations

Conditions

Status

- ▶ **EMPLOYED** with a Fixed-Term Contract

Compensation

- ▶ **MONTHLY GROSS INCOME:** from 1 980 up to 2 310 Euros depending on the experience in International Solidarity + 50 Euros per semester seniority with PUI

Benefits

- ▶ **COST COVERED:** Round-trip transportation to and from home / mission, visas, vaccines...
- ▶ **INSURANCE** including medical coverage and complementary healthcare, 24/24 assistance and repatriation
- ▶ **HOUSING:** in collective accommodation.
- ▶ **DAILY LIVING EXPENSES:** (« Per diem »)
- ▶ **BREAK POLICY :** every 2 months + break allowance
- ▶ **PAID LEAVES POLICY :** 5 weeks of paid leaves per year + return ticket every 6 months