

WASH Officer, Somaliland

Organisation Overview

The Pharo Foundation (the “Foundation”) is a privately funded entrepreneurial organisation that runs philanthropic programmes as well as for-profit Pharo Ventures. The vision of the Foundation is an economically vibrant and inclusive Africa. The mission is to achieve our vision by investing in Africa’s human and physical capital with a strong focus on job creation.

Established in 2011 as a UK based non-profit, the Foundation has since made a strategic shift to directly design and implement its own programmes to ensure greater engagement with communities, better results and increased accountability. The Foundation has carried out numerous projects in East Africa, with a focus on Ethiopia, Somaliland and Rwanda. The key themes for the philanthropic side of the Foundation are education, health, water and agriculture. At the end of 2019, the Foundation started its Pharo Ventures franchise to prioritise sectors where the Foundation believes a real impact can be made by establishing self- sustaining businesses that focus on job creation.

The WASH programme in Somaliland has been established in 2018 with an objective of increasing access to a reliable water supply by improving the collection and utilization of surface water. This involved building and rehabilitating community dams and incorporating reliable water channels for people and livestock. The Foundation has built and rehabilitated Botor and Ilinta dams and renovated a Berkad (an underground water reservoir) in the Ilma Dado region, providing a vital lifeline to communities.

Headquartered in London, the Foundation has an operational Head Office in Nairobi, Kenya with country offices in Ethiopia (Addis Ababa and Assosa), Somaliland (Hargeisa) and Rwanda (Kigali) with further expansion plans in East Africa.

Position Summary

We are looking for a WASH Officer to work with the WASH Department team with the guidance of the Water Development Engineer to Mobilize and lead the establishment and/or strengthening of WASH groups and enhance capacity of communities to promote improved clean water sanitation and good hygiene behaviours. We are seeking qualified WASH Officer that can improve hygiene practices for the village community.

Job Title:	WASH Officer
Reports To:	Water Development Manager
Functional Relationships:	Country Representative (Somaliland) & WASH Team.
Job Location:	Various
Contract/Duration:	Fixed Term (One year with possibility of Extension)

Key Duties and Responsibilities

- Carry out status and need assessment of sanitation (dry and liquid wastes) and hygiene in the targeted villages or projects.
- Assess the existence and capacity of the partner implementing agencies, water groups, and sanitation and hygiene
- Communities and plan accordingly for stakeholders' capacity building activities and engagement of the proper resource persons.
- Identify legislations, policies and regulations affecting the WASH sector, including limitations and opportunities and, in consultation with the WDC, develop comprehensive guidelines and ensure programme personnel and relevant stakeholders are fully updated.
- Organize new or capacitate existing WASH Committees (WASHCOs) or Water Committees (WCs) at all necessary administrative units, partnering with the government and The Pharo Foundation policies and strategies.
- Manage sanitation and hygiene activities using authorized and applicable methodologies and approaches, including PHAST /CHAST/CLTSH.
- Plan and implement the proper waste management activity using appropriate and accepted approaches of WASH activities.
- Plan and implement pertinent sanitation intervention as per the approved approaches and guideline and procedure mobilizing relevant stakeholders.
- Ensure proper planning, standard design and construction of VIP Latrines in the project target area, particularly in households and institutions –including public, social, health and education institutions.
- Promote proper utilization and management of latrines with special emphasis in the targeted villages.
- Plan and implement improved hygiene promotions interventions using accepted tools and approaches.
- Develop and promote water purification methods in the targeted rural area.
- Identify the relevant water treatment methods at water sources or reservoirs and at household level, and ensure the awareness and intervention of the applicable water treatment activities to the particular target village or community.
- Develop a communal ownership, utilization and management strategy of the WASH facilities including water schemes and latrines for the water groups so as to enable the community use of the facilities in a sustained manner.
- Organize training and awareness creation events on improved sanitation and good hygiene practices for local partners and stakeholders.
- Ensure and undertake awareness training and applicable promotion works on water treatment /purification, improved sanitation, better hygiene practices.

- Organize and take part in national and international WASH events and campaigns by identifying the key days and planning on relevant WASH promotions.
- Mobilize communities and prepare agreements with communities for the communities' participation in terms of project selection, generation, communal works and necessary financial and labour contributions.
- Lobby for the community contribution for water schemes developments, latrines constructions, or other water and sanitation and hygiene facilities construction and management (utilization fees and repairs).
- Carry out other related activities as advised and or instructed by the WDC.
- Prepare daily, weekly, monthly and quarterly action plans and ensure that set plans are in line with the Foundation's overall principles of community development.
- Play an active role in the development of monitoring tools to measure the project progress and to monitor all activities.
- Any other duty assigned by the Water Development Manager.

Qualification Requirements

- A degree in public health, community development, sociology or other related disciplines;
- Minimum 5 years' experience facilitating in WASH, sanitation and hygiene or community development initiatives.
- A high level of technical expertise in at least two of the following WASH development initiatives: domestic water treatment, liquid and solid waste management approaches and tools, PHAST /CHAST/CLTSH and promotion of or facilitation of sustainable community ownership, use and maintenance of WASH facilities.
- Familiarity with the rural cultural, social and traditional contexts of Somaliland.
- Team work that builds on colleagues' knowledge and expertise to maximize learning, enhance programme teams' skills, condense and improve the quality of programming.
- High level of interpersonal skills with the ability to work across organization with strong communication and listening abilities and good problem-solving approach.
- Good understanding of financial requirements of the WASH programme and ability to prepare and manage budgets for the programme unit.

Behavioural Competencies

- Ability to be creative and innovative in generating new ideas and putting them into practice.
- Experience in participatory programme development approaches and techniques.
- Fluency in Somali and excellent command of written and spoken English; and good writing and reporting skills.
- Proficiency in the use of basic computer applications such as MS Office, the internet, email and other relevant software for the position.

- Ability to multi-task, work under pressure and meet deadlines.
- A self-starter with initiative and the ability to work alone when necessary.
- Passion for increasing access to clean water and improved sanitation for rural Africans.
- Ability and willingness to travel often in country and occasionally to other countries in the region.
- Excellent written and verbal communication skills.
- Flexible and willing to work for long hours.

Application Procedure

This position is open to both female and male nationals from Somaliland.

Review of applications will begin as soon as they are received, and only **complete** applications will be considered. In the event that an outstanding applicant is identified early in the search process, we reserve the right to appoint before the deadline. For this reason, we encourage interested candidates to apply at the earliest possible time.

Due to the high volume of applications, we regret that we will only be able to contact short-listed candidates.

How to Apply:

Please send the information below, as a single PDF file, to the following email address:

Recruiting.SL@pharofoundation.org with the subject line **“WASH Officer, Somaliland “**

1. A detailed CV and Cover letter.
2. An essay of no more than 1,000 words detailing the experience you have gained that makes you the most qualified candidate for the role.
3. A one-page list of five (5) references with current addresses, phone numbers and email contacts.
4. Copies of your qualifications.
5. State on your application where you saw the advert for this position.