

# Technical Lead - WASH, HICRA

<b>Location</b>	Cox's Bazar with frequent field Travel and 25%-30% overnight stay	<b>Department</b>	International
<b>Reports to (Job Title)</b>	Team Lead WASH	<b>Salary Band</b>	D low
<b>Matrix manager (if applicable)</b>	DCOP	<b>Competency level</b>	2

## Role definition

### Role purpose

The Technical Lead, WASH provides regional leadership and oversight for WASH interventions within the HICRA program, in adherence to donor (USAID) regulations. The post holder will institutionally supervise the WASH Coordinators based at the district-level, along with providing technical directly. The post holder will collaborate directly with WASH engineer, other technical leads, partners, and communities to design sustainable WASH solutions. The post holder's responsibilities encompass successful programme implementation, managing program budgets, ensuring quality assurance, conducting capacity building for HICRA WASH staff, and contributing to MEL activities.

### Key outcomes

**Under the institutional supervision of the** Team Lead WASH and day-to-day management of the DCOP:

- Assist the technical design and delivery of WASH activities
- Monitor the development of technically accurate, high-quality approaches, modules, and tools aimed at stimulating WASH behavior change among program participants and build capacity of all relevant staff to understand and carry out their roles and responsibilities to achieve desired results.
- Contribute to the development of annual workplans for Result 2: Access to basic WASH services enhanced
- Lead the development of monthly and quarterly WASH detailed implementation plans and overall work planning needed by union, upazila, and district, to operationalize the WASH component.
- Facilitate monthly WASH-team meetings by district and regional meetings quarterly and annual
- Manage the regional WASH DIP for results, ensuring proper planning, coordination, monitoring and mentoring to successfully complete activities within USAID standards and best practices.
- Provide technical leadership and guidance to the WASH team – directly ensuring supportive supervision of the WASH coordinators, and contributing to a supportive supervisory framework for WASH by guiding implementing partners
- Develop and ensure the implementation of WASH-related program monitoring tools for use by WASH coordinators, officers and frontline staff
- Ensure the implementation of EMMP, Gender and Inclusive Development Strategy, CRM and CIP as per USAID requirements for WASH interventions.



- Develop capacity-building training for the WASH Team, including implementing partners and community WASH committees on the operation and maintenance of WASH systems, and conduct Trainer of Trainer trainings accordingly.
- Collaborate with other technical areas (e.g., Livelihoods, homestead food production, market development, DRR, private sector engagement, natural resource management, GYSI, environment, etc.) to ensure a holistic resilience approach to community well-being.
- Monitor the development, implementation, and quality of WASH interventions, ensuring timely planning, execution and reporting of activities.
- Conduct regular site visits. Demonstrate excellent interpersonal, diplomatic, and leadership skills, including the ability to manage high-level relationships.
- Validate and interpret WASH programming data to generate comprehensive, actionable insights that inform strategic decision-making and enhance program effectiveness, aligning with USAID objectives and guidelines.
- Coordinate with DPHE, LGRD, ISCG, CHTRC, and the USAID Technical Team.
- Collaborate with field teams to strengthen and streamline management systems, ensuring timely, accurate, and comprehensive data capture across the WASH program's operational areas.
- Contribute to adaptive management by providing data-driven recommendations to support flexible, responsive adjustments to program strategies, enabling real-time improvements in program delivery and outcomes.
- Advise reporting requirements by compiling, analyzing, and presenting program data to meet USAID reporting standards, facilitating transparent and accountable communication of program achievements and learnings.

Possess a proven ability to form collaborative relationships with intergovernmental, government, private sector, and other stakeholders.

**Role agility**

**Expected national travel per annum**

Up to 75 days

**On call/unsocial hours** Yes, in event of Christian Aid response to humanitarian emergency.

**Expected international travel per annum**

Occasional travel

**Surge capacity for emergency responses** No

**Role requirements**

**Relationships**

**External:** The role will engage with national, sub-national public, and NGOs involved in the WASH sector especially in the project locations. The role holder will work closely with the DCOP/ COP of HICRA and project implementation team (sub-awardee organisations) for the successful implementation of the activities under the WASH component.

**Internal:** The role-holder will report to Team Lead - WASH and work on an agreed work plan that ensures CA's role as a technical organisation is upheld. The role-holder will work with other teams such as HR/ Admin, Finance, PFD, as and when required and any other relevant project personnel across the organisation



### Decision making

The role holder will be responsible for supporting the technical design and delivery of the WASH interventions and assisting the DCOP in the implementation of the WASH related activities. This role-holder will be the technical focal person representing CA in the HICRA project team.

### Budgetary/savings responsibility

The role-holder will have technical oversight of the WASH component and therefore responsible for the portion of the budget tied to the WASH component under the guidance of the Team Lead – WASH and DCOP

### Analytical skills

The role-holder is expected to have a thorough understanding of the WASH needs of the Cox's Bazar and Chittagong Hill Tracts region. The role-holder will be the lead on WASH related activities and monitoring and advise the DCOP/ COP and implementation team on rolling out the WASH interventions across the project locations.

### Developing self and others

**Number of Direct reports 2**

**Overall people management responsibility 8**

As the intervention lead at field level, the position holder will directly influence work planning for staff of multiple partners. S/he will be responsible for capacity building, and supportive supervision of technical personnel, and guidance of other WASH-related staff. S/he will be both a subject matter expert and strong manager - ensuring that activity design directly contributes to expected results, and that through coaching staff and supervising contractors, the team will meet its anticipated deliverables. Strong communication, collaboration and advisory skills. At the same time the job holder should be relatively self-directed, with a full understanding of his/her role and responsibility and capacity to carry that out without close supervision.

### Role related checks

**Police Check** **Basic**      **Counter terrorism screening Required**

## Person specification

### Applied skills/knowledge and expertise

#### Essential

- MSc/ master's degree in civil engineering, Environmental Science, Urban and Rural Development, Disaster Management/ Development Studies, or other relevant sectors required preferred.
- At least 07 years of relevant experience on WASH and relevant field programming.
- Proven leadership skills and demonstrated experience developing, mentoring, and managing staff.
- A record of successful performance on USAID-funded activities.
- Proven experience with strategic planning, management, and design of resilience-focused programs



- Demonstrated ability to work collaboratively with activity stakeholders: donors, partners, local government institutions, local communities and vulnerable groups, etc.
- Excellent writing and communication skills.
- Fluency in English and Bengali is strongly desired.
- Excellent in-depth understanding of WASH and climate change in the context in Cox's Bazar and CHT.
- High level of numeracy and understanding of financial controls and procedures.
- Demonstrated knowledge and skills in applying USAID policies and standards, and best practices.
- Strong working familiarity with USAID requirements, regulations, and policies.
- Experience in facilitating and supporting programmatic decision making, adaptive management, and learning.

**Desirable**

- Project Cycle Management and monitoring, evaluation and learning methodologies
- Experience of working in large consortiums
- Understanding of local language (Chattogram/ CHT/ Cox's Bazar)

**DATE CREATED**

13/11/2024

