

Team Lead WASH, HICRA -Role profile

Location	Dhaka	Department	International
Reports to (Job Title)	Country Director	Salary Band	C low
Matrix manager (if applicable)	Chief of Party	Competency level	3

Role definition

Role purpose

To ensure the achievement of the proposed programmatic outcomes through the provision of technical and strategic leadership of the WASH component of the USAID's Host and Impacted Community Resilience Activity (HICRA) project being implemented in Cox's Bazar and Hill Tracts Region of the country.

Key outcomes

- Lead technical design and delivery of WASH strategy and assist in managing the WASH-focused activities carried out by sub-awardees, and partners; provide strategic guidance, and in overseeing the implementation of WASH interventions to increase access to safe drinking water, improved sanitation, and hygiene solutions.
- Manage coordination with national, sub-national public, and private sector market actors, and NGOs involved in the WASH sector. Contribute to forging alliances and partnerships for jointly working towards sustainable water, sanitation, and hygiene goals as part of HICRA's collaboration objectives with government, private sector, civil society and communities.
- Develop technically accurate, high-quality approaches, modules, and tools aimed at stimulating WASH behaviour change among program participants and build capacity of all relevant staff to understand and carry out their roles and responsibilities to achieve desired results.
- Oversee and contribute to development of annual workplan for Result 2: Access to basic WASH services enhanced.
- Oversee and contribute to the development of EMMP, Gender and Inclusive Development Strategy, CRM and CIP as per USAID requirements for WASH interventions.
- Conduct routine monitoring and field visits to ensure quality of implementation and gather market insights. Responsible for supportive supervision of field staff, with regular field back and capacity building as necessary. Review and assess results to understand what is working/what is not and lead course corrections with team to improve results.
- Oversee and contribute to the preparation of quarterly and annual reports.
- Collaborate with Communications and MEL for developing high quality technical and intervention briefs and case studies, and contribute to HICRA's collaboration, learning and adaptation approach and related knowledge management.

Role agility



Expected national travel per annum	Over 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 Choose an item.		

Role requirements	
Relationships <p>External: The role will engage with national, sub-national public, and private sector market actors, and NGOs involved in the WASH sector especially in the project locations. The role holder will work closely with the Chief of Party (COP) of HICRA and project implementation team (sub-awardee organisations) for the successful implementation of the activities under the WASH component.</p> <p>Internal: The role-holder will report to the Head of Programme and work on an agreed workplan 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, and have an indirect reporting line to the COP.</p>	
Decision making <p>The role holder will be responsible for the technical design and delivery of the WASH strategy and assisting the COP in the achievement of milestones and related results through leading the implementation of the WASH related activities. This role-holder will be the technical focal person representing CA in the HICRA project team.</p> <p>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 Head of Programme/ Country Director and COP – as WASH activities will be carried out by multiple partners/sub-contractors, which will also be managing WASH related funding.</p>	
Analytical skills <p>The role-holder is expected to have a thorough understanding of the WASH needs and barriers of the Cox's Bazar and Chittagong Hill Tracts region. The role-holder will be the technical lead on WASH and lead the COP and implementation team, providing direction on rolling out the WASH interventions across the project locations to ensure the highest impact and that all milestones and expected results are met.</p>	
Developing self and others <div> Number of Direct reports 2 Overall people management responsibility 0 </div> <p>As the intervention lead, 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</p>	



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

- University degree or equivalent in Civil Engineering, Environmental Health, Public Health, Water Resources Management, Environmental Science, or a related discipline.
- At least 7 years of experience in applying MSD approaches in the WASH sector.
- Well established networks with key public and private sector stakeholders in WASH.
- Prior experience working on donor funded project involving WASH – preference given to experience working with a USAID funded project involving WASH.
- Ability to remain organized and focused on long-term vision and strategy.
- Confidence and ability to coordinate technical staff, foster teamwork, and ensure high standards of excellence.
- Experience leading teams and/or building staff capacity to achieve results.
- Outstanding communication and networking skills for relationship building and facilitation in the context of consortium.
- Excellent writing skills and in-depth understanding of WASH in the context in Cox's Bazar and CHT.
- High level of numeracy and understanding of financial controls and procedures.
- High level of computer skills (Word, Excel, PPT, etc.)

Desirable

- Project Cycle Management and monitoring, evaluation and learning methodologies
- Experience of working in large consortiums

DATE CREATED

04/08/2024

