

PLAN INTERNATIONAL UK JOB PROFILE

Job Title	Technical Specialist – Water, Sanitation and Hygiene (WASH)
Department	Policy and Programmes
Unit (if appropriate)	Development Programmes Unit (DPU)
Grade	3
Salary	£39,102 per annum
Contract type	Fixed term contract until January 2019. Full time (34.5 hours per week), although 28 hours per week could be considered
Reporting to	Technical Manager

Overview of Department

Plan International UK is an independent development and humanitarian charity that advances children's rights and equality for girls. We believe in the power and potential of every child. But this is often suppressed by poverty, violence, exclusion and discrimination. And it's girls who are most affected. Working together with children, young people, our supporters and partners, we strive for a just world, tackling the root causes of the challenges facing girls and all vulnerable children. We support children's rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. We have been building powerful partnerships for children for 80 years, and are now active in more than 70 countries. By 2022 we want to help 100 million girls learn, lead, decide and thrive.

The 65-person Policy and Programmes Directorate supports these aims by ensuring that Plan International UK delivers the highest quality policy and programmes. This is an exciting time to join as we implement a range of ambitious plans designed to make us 'the' best among our peers. We want to be known for our expertise in girl's rights and youth, highly-competitive in Education, Economic Security, Child Protection, Sexual Reproductive Health and Rights (SRHR) and Water, Sanitation and Hygiene (WASH), and be seen as an ambitious, quickly expanding player in the humanitarian space. We constantly enhance programme quality and effectiveness, raise income from institutional donors (like the British Government), and drive change through setting and influencing policy agendas.

Sitting within the Directorate, the Development Programmes Unit (DPU) supports Country Offices by helping them to design high quality programmes, and by raising the funds from institutional donors needed to implement them. DPU then oversees management of grants and contracts awarded, ensuring donor compliance, effective programme monitoring and evaluation, quality delivery and effective learning.

Job Purpose

Working closely with programme development and implementation teams in Country Offices the post-holder will provide technical support on WASH, with an emphasis on rural hygiene and sanitation:

- Play a key technical role in programme development for new gender sensitive or transformative WASH proposals developed by the Development Programmes Unit (working hand in hand with regional-focused Programme Development Specialists who are the key Country Office focal points) as well as providing targeted support to the Disaster Risk Management Unit (DRMU) and the Major Partnerships Unit (MPU) in areas of highest priority.

- Providing technical support to prioritised DPU, Disaster Risk Management Unit and Major Partnerships Unit WASH projects during implementation (particularly rural hygiene and sanitation projects).

The position requires periodic travel (estimated up to 25% of time).

Key Deliverables	Key Activities
WASH programme development (50-60%)	<ul style="list-style-type: none"> • Work with regional-focused Programme Development Specialists within DPU (and DRMU & MPU where appropriate) to develop technically strong, gender-sensitive or transformative, WASH proposals together with staff from Country Offices and partner organisations. • Lead on shaping the technical design of new projects and writing technical sections of proposals. • Lead on representing Plan's WASH work and proposals to donors and potential partners in the UK and at times at field level, while coach other Plan International programme staff to do likewise at field level • Foster productive relationships with WASH sectoral networks, donors and other actors, and leverage them to identify potential new funding opportunities and develop innovative partnerships for Plan International UK. • Stay up to date with key sectoral trends to ensure that proposals are informed by best practice and underpinned by robust theories of change and M&E frameworks.
Implementation support to WASH projects (30-40%)	<ul style="list-style-type: none"> • Support Plan staff to deliver high-quality projects that advance girls' and young women's access to WASH. • Provide targeted technical support to DPU, DRMU and MPU projects during implementation, with a particular focus on the largest and most complex projects, through support to relevant Programme Managers and Programme Management Specialists. • Provide in-country implementation technical support for prioritised projects, including leading trainings for Country Office teams. • Work together with Programme Management Specialists and M&E staff to ensure that when funding is awarded M&E systems are put in place which reflect sector best practice as well as following Plan standards. • Oversee development and implementation of effective monitoring, evaluation, and learning processes that capture the outcomes and impact of our WASH work.
Other Responsibilities (up to 10%)	<ul style="list-style-type: none"> • Provide WASH technical input to the Policy, Advocacy and Research Unit for key relevant meetings and communications. • Undertake other reasonable tasks as requested by the Technical Team Manager or Head of Development Programmes.

General	<ul style="list-style-type: none"> • Ensure that all activities undertaken on behalf of Plan International UK, internally or externally, are in line with the overall aims of the organisation and with policies and procedures • Participate in training and other activities as requested
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Awareness and Representation	<ul style="list-style-type: none"> • Commitment to Plan's position on promoting children's rights and gender equality, and integrating this into all aspects of work • Commitment to child safeguarding and to being confident and competent in meeting safeguarding responsibilities
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Level of Child Protection Responsibility	Medium - Has responsibility for ensuring Child Protection procedures or policies are adhered to
Level of Budgetary Responsibility	Medium - Post has direct responsibility for the management of a small budget, and an advisory role over effective spending of large budgets

This is not intended to be an exhaustive list. Your job description may be subject to change.

Date Created	December 2017
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PLAN INTERNATIONAL UK PERSON SPECIFICATION

PERSONAL COMPETENCIES

Competency Title	The successful candidate will be able to....
Communicating with all stakeholders	<ul style="list-style-type: none"> • Demonstrate strong technical knowledge, and prepare and structure written and oral communication of it well • Network well and foster partnerships with a range of internal and external stakeholders, including donors and organisations specialising in WASH • Communicate technical/specialist issues to specialist and non-specialist audiences
Working effectively and efficiently	<ul style="list-style-type: none"> • Work enthusiastically as part of a team and form effective and constructive working relationships across the whole organisation and wider network within the sector. • Create an environment where employees, stakeholders and partners work to improve the way things are done. • Take a proactive and flexible approach to maintaining and developing own knowledge and skill base.
Demonstrating Plan values	<ul style="list-style-type: none"> • Show commitment to achieving high quality outcomes. • Monitor progress, evaluate and revise deadlines as necessary. • Demonstrate awareness of quality standards and take steps to improve service delivery, including value for money. • Keep up to date with key gender and development issues and be able to spot new learning and opportunities as they arise.

RELEVANT EXPERIENCE

The successful candidate will have experience of

Developing strong fundraising proposals targeted at institutional donors (and preferably corporates) related to WASH

Implementing and/or advising on WASH programmes in developing countries, especially rural hygiene and sanitation programmes

Designing and supporting gender sensitive or transformative WASH projects

Effectively monitoring and evaluating the outcomes of WASH programmes

Working in developing countries for international or local civil society organisations
A post graduate qualification, or equivalent experience in a relevant development discipline
Facilitating capacity-building and learning of staff in WASH technical areas

SPECIFIC SKILLS AND KNOWLEDGE	
The successful candidate will have the ability to....	The successful candidate will have knowledge of....
Identify information needed to design quality WASH interventions (problem/situation/response analysis)	Specialist and current knowledge of best practice in WASH programming, particularly rural hygiene and sanitation programming and gender sensitive and transformative approaches to WASH
Apply gender analysis to WASH issues	Monitoring and evaluating the outcomes of WASH programmes
Adapt and work effectively with a variety of situations and work in multidisciplinary teams	The funding and policy environment pertaining to WASH
	Child Protection/participation, (principles of UN Convention on the Rights of the Child)