

| | Senior Advisor Water, Sanitation and Hygiene (WaSH) | Desired/Required |
|---|---|-------------------------|
| Major Objectives (roles, responsibilities, challenges) | <p>Areas of expertise:</p> <ol style="list-style-type: none"> 1. Water, Sanitation and Hygiene 2. ID/OS and change process facilitation 3. Social Inclusion, gender and governance <p>Advisory services</p> <p><i>Strategy level</i></p> <ul style="list-style-type: none"> ○ In coordination with WaSH International Senior Advisor, refine and evolve the WaSH concepts and strategies developed to date at the Country and Portfolio level and translate these into action-oriented initiatives, supporting the achievement of the WaSH sector strategy outcome and impact targets ○ Facilitate development of monitoring systems and indicators for clients, partners and Local Capacity Builders (LCBs) for the sector capacity strengthening process, capturing progress at different levels: hygiene practice and community empowerment, NGOs service delivery, LCB capacity and service quality, Government service delivery, SNV portfolio and sector teams services, overall WaSH sector. ○ Support initiatives of local actors to influence and contribute to policy and strategy development within the water sector, facilitating scaling up and rolling out of lessons learnt at the local and national level. <p><i>Client level</i></p> <ul style="list-style-type: none"> ○ Delivery of high quality advisory services to public, civil society and private sector organizations towards enhanced delivery of water and sanitation services in Nepal (mainly towards clients and client teams in sub-national portfolios) ○ Develop ways to effectively mainstream gender, social inclusion and good governance in clients' internal organizational functioning, service delivery processes and partnerships. ○ Investigate and stimulate public-private and civil society partnerships to ensure quality of water and sanitation services and enhance pro-poor service delivery. ○ Support other SNV advisors in the development of competencies and skills in order to provide the above mentioned services to clients and partners in an effective and efficient manner. ○ Support the development of a sector and portfolio strategy for LCBs, including guidance on how to formalise different partnership relationships. ○ Carry out organisational assessment of the selected (potential) LCBs, support in development of organisational strengthening plans of clients and support to implementation of the capacity development services of SNV in the different portfolios. | |

| | | |
|---------------------------------|---|--|
| | <p>Knowledge brokering and networking</p> <ul style="list-style-type: none"> ○ Develop and carry out knowledge brokering assignments that promote knowledge development of the sector, learning processes in the sector, and the development of knowledge networks in the sector. ○ Maintain up-to-date information on sector developments through an on-going analysis of trends and issues and identify, together with all relevant stakeholders the requisite capacity development services geared towards increasing access to safe and sustainable drinking water and basic sanitation. ○ Establish internal linkages with SNV advisors (WaSH, G4E and other) to ensure a multidisciplinary approach to SNV programme development and implementation. ○ Contribute to organisation learning of SNV Nepal, by writing annual at least one case study, supporting the concerned SNV Nepal and regional knowledge networks. ○ Represent SNV and its organizational interests effectively in (inter) national, regional and local level forums as appropriate. <p>Internal SNV In coordination with the Portfolio Coordinator(s) and the WaSH International Senior Advisor,;</p> <ul style="list-style-type: none"> ○ Support portfolio team coordination, learning and knowledge development, especially in relation to WaSH ○ Support WaSH sector strategy development and monitoring ○ Support team building at portfolio and sector team levels ○ Identify and pursue opportunities for external funding of SNV's technical and organizational advisory services in WaSH. | |
| Location | Accountable to and Based in Kathmandu Portfolio, with frequent travels to portfolios in East, Central Terai and West | |
| Education | Masters degree in Water Resource Management, Sanitation and Hygiene or related field with specialisation in WaSH | Required |
| Experience/ Training | <ul style="list-style-type: none"> ○ 10 years of experience with proven track record in the sector of Drinking Water, Sanitation and Hygiene in Nepal. ○ Proven track record in Institutional Development and Organizational Strengthening of Nepali organisations, through providing quality advice and facilitating multi disciplinary approaches and multi-stakeholder processes. ○ Proven track record of working with pro-poor, social inclusion and gender sensitive issues in rural development context, impacting day to day working modalities of NGOs, private sector organisations and CBOs. ○ Knowledge of and experience with the functioning of government, private sector and civil society organisations, including private public partnerships, in the WASH sector. ○ Knowledge of and experience with participatory techniques, coaching, learning and team building. ○ Knowledge of and experience with participatory monitoring and evaluation systems and with process documentation. ○ Proven ability to work in different cultural settings and multi-cultural environment. | <p>Required</p> <p>Required</p> <p>Desired</p> <p>Required</p> |

| | | |
|--|--|--|
| | | Desired |
| | | Desired |
| | | Required |
| Job Specific Skills (skills like driving, equipment, computer applications) | <ul style="list-style-type: none"> o Comprehension of WaSH approaches and concepts. o Knowledge of the legal and institutional framework for WaSH service delivery in Nepal. o Knowledge of Institutional Development and Organizational Strengthening tools and management styles. o Ability to develop and prescribe practical means for addressing issues related to pro-poor dimensions, gender sensitivity, social inclusion and good governance in implementing programs. o Capacity to facilitate workshops and to develop and conduct training. o Ability to establish networks and willingness to work in multi disciplinary teams and visit rural areas, work in turbulent contexts with political, climatic, communication and transport hindrances. o Sound knowledge of the English language o Good skills in analysis, documentation, reporting and communication. o Coaching and self-reflection skills. | Required Required Required Desired Desired Required Required Required Required |