



**World Health Organization/Organización Mundial de la Salud
Pan American Sanitary Bureau/Oficina Sanitaria Panamericana**

POST DESCRIPTION

**Job Identification: CCOG 1.R
Job Profile: J0206**

Duration of Post: Limited
 Indefinite

<i>Title</i>	<i>Category</i>	<i>Position Number</i>	<i>Grade</i>	<i>Duty Station</i>
Advisor, Water, Sanitation, and Hygiene	PRFP	.4705	P.4	Lima, Peru

OBJECTIVE OF THE OFFICE/DEPARTMENT

The Social and Environmental Determinants for Health Equity (DHE) Department leads intersectoral, strategic and collaborative efforts at the regional, subregional and country levels, enabling countries to reduce health inequities, promote health and well-being, address social determinants of health -including its commercial, economic, political dimensions- to integrate equity, human rights, gender and interculturality into the public health agenda, and to address the threats of climate change, to create healthy environments and to prevent disease by addressing environmental risk factors.

ORGANIZATIONAL CONTEXT

The incumbent is a member of the Department of Social and Environmental Determinants for Health Equity (DHE), Unit of Climate Change and Environmental Determinants of Health (DHE/CE), providing leadership, coordination, and advocacy to promote the implementation of policies and actions at the local, national and regional levels, in order to facilitate decision-making and to take adequate actions to reduce the burden of water, sanitation, and hygiene (WASH). In particular, the incumbent will support the implementation and reporting of strategic programs, projects and activities on WASH coordinated by DHE/CE, such as the agreement with the government of Peru as part of the Regional Technical Team on Water and Sanitation (ETRAS) in coordination with PAHO-PER and national counterparts. He/she builds and leads a dynamic network of experts across the Organization and with external partners, such as NGOs, universities, municipalities, agencies of the United Nations, Inter-American Systems, and other development agencies to coordinate activities and resources to provide guidance and technical cooperation dedicated to the surveillance, prevention and control of public health risks of international importance.

SUMMARY OF RESPONSIBILITIES

Under the general guidance of the Director, Social and Environmental Determinants for Health Equity (DHE), the direct supervision of the Unit Chief, Climate Change and Environmental Determinants of Health (DHE/CE), and the administrative supervision of the PAHO/WHO Representative in Peru, the incumbent is responsible for, but not necessarily limited to, the following assigned duties:

- a) Provide technical, policy and strategic advice and programmatic direction for the development of technical cooperation strategies at regional and subregional levels to ensure prevention and control of water related diseases

and access to safe water, sanitation, and hygiene (WASH), and to strengthen capacities of Member States to adequately implement WASH programs under the umbrella of the Agenda for the Americas on Health, Environment, and Climate Change 2021-2030, and PAHO's Strategic Plan;

- b) Advise Member States on the development, implementation and monitoring of the Organization's mandates and policies and promote the development and dissemination of methodologies and appropriate technologies and health promoting practices for WASH improvements and their health benefits, in both urban and rural areas;
- c) Cooperate with Member States to develop, improve and promote water quality surveillance systems and wastewater surveillance, fostering the linkages with epidemiological data;
- d) Lead inter-programmatic collaborations to support Regional and Member States to implement and monitor WASH and other related Sustainable Development Goals (SDGs), ensuring the establishment of best practices in WASH;
- e) Provide leadership, define and establish the vision, objectives and strategies of the Health Sector's role on WASH and public health in the Region, by promoting this role through existing global, regional and subregional networks;
- f) Support the development of policies, norms, guidelines and legislation to improve WASH in countries and in the Region, while focusing on health benefits;
- g) Provide technical cooperation in the design and implementation of climate resilient water and sanitation safety plans, as well as relevant monitoring and evaluation of initiatives within the Region;
- h) Provide technical cooperation in the design and implementation of initiatives, monitoring, evaluation and policies related to WASH in health care facilities, including waste management technologies and practices;
- i) Coordinate efforts, initiatives and resources inter-programmatically to ensure quality, timely and effective technical cooperation at the regional level to develop, strengthen and sustain public policies, strategies, interventions and related programs;
- j) Engage with partners and donors and coordinate the mobilization and management of resources to achieve short, medium and long-term objectives identified in PAHO's Strategic Plan, managing specific portfolio activities, and ensuring the reporting of results, information and analyses;
- k) Identify, promote, establish, maintain, and coordinate liaison across the Organization, within WHO, with other United Nations organizations, academia, civil society and the private sector in line with WHO guidance on avoiding conflicts of interest, to foster intersectoral approaches, while maximizing programmatic integration, efficiency and effectiveness in WASH;
- l) Provide technical, managerial and policy advice to staff assigned to the Technical Team and Subregional and Regional Advisors located in the countries;
- m) Support the implementation and reporting of strategic programs, projects and activities on WASH coordinated by DHE/CE, such as the agreement with the government of Peru as part of the Regional Technical Team on Water and Sanitation (ETRAS) in coordination with PAHO-PER and national counterparts;
- n) Support the development of human resource capacities in national institutions working on WASH and strengthen the networks and actions with WHO Collaborating Centers, and National Reference Institutions related to WASH and waste management;
- o) Coordinate team-based project development and execution of the program of work and the preparation of the biennial work plan (BWP), related budgets and work plans, progress reports, periodic analytical reports to donors, and briefing books;
- p) When called upon to directly supervise staff, establish clear work objectives, conduct timely and effective performance appraisals, provide coaching and feedback, and support staff development opportunities;
- q) Perform other related duties, as assigned.

KEY BEHAVIORAL COMPETENCIES

Overall attitude at work: Maintains integrity and takes a clear ethical approach and stance; demonstrates commitment to the Organization's mandate and promotes the values of the Organization in daily work and behavior; is accountable for work carried out in line with own role and responsibilities; is respectful towards, and trusted by, colleagues and counterparts.

Respecting and promoting individual and cultural differences: Relate well to diversity in others and capitalize on such diversity - Relates well to diversity in others and capitalizes on such diversity. Treats all people with dignity and respect. Relates well to people with different cultures, gender, orientations, backgrounds and/or positions; examines own behavior to avoid stereotypical responses; considers issues from the perspective of others and values their diversity.

Teamwork: Collaborate and cooperate with others - Works collaboratively with team members and counterparts to achieve and build rapport; helps others when asked; accepts joint responsibility for the team's successes and shortcomings.

Communication: Share knowledge - Shares relevant information openly and ensures that the shared information is understood; considers knowledge sharing as a constructive working method and demonstrates awareness of the Organization.

Producing Results: Work efficiently and independently/Deliver quality results - Monitors own and others' work in a systematic and effective way, ensuring required resources and outputs. Aligns projects with Organization's mission and objectives. Consistently solves own and team's problems effectively as needed. Proactively engages in projects and initiatives, accepting demanding goals, in line with Organizational Strategies and Program of Work. Demonstrates accountability for work of team and sets an example, while explicitly articulating lessons learnt for own and team's benefit.

Ensuring effective use of resources: Strategize and set clear objectives/Monitor progress and use resources well - Sets specific, measurable, attainable, realistic and timely objectives for own team and/or the Organization; systematically analyses and anticipates priority projects for own team and allocates necessary resources to achieve them; identifies the cross-Organizational resources needed for large- scale projects in line with key Organizational objectives. Anticipates foreseeable changes and adapts own and team's projects in the face of unforeseen circumstances and/ or challenges; creates measures and criteria to monitor progress of overall projects against key Organizational objectives; creates cost-effective solutions for the Organization.

Building and promoting partnerships across the Organization and beyond: Develop networks and partnerships and encourage collaboration - Builds and negotiates strategic partnerships and alliances with a wide range of key stakeholders to ensure Organizational results and success. Creates innovative opportunities for promoting synergies inside and outside the Organization to improve Organizational success.

TECHNICAL EXPERTISE

- Theoretical and practical expertise in aspects related to principles and recent developments in environmental health and epidemiology, basic sanitation, waste management, health promotion and advocacy, research and training.
- Theoretical and practical knowledge of the social and environmental aspects of primary health care, health promotion and social participation related to WASH topics.
- Excellent knowledge and skills in technical cooperation projects, especially in WASH for sustainable development, management, and evaluation of environmental health programs in developing countries.
- Technical cooperation expertise in local and social development programs, including those involving more than one country.
- Managerial expertise in public health institutions.
- Knowledge and skills in the formulation of technical cooperation interventions and in developing criteria for evaluating program interventions, budget programming, and effective implementation.
- Mature judgment, strong technical, analytical, conceptual, interpersonal and communication skills; demonstrated ability to identify, assess, analyze, synthesize, and provide recommendations on key political and technical issues.
- Strong professional oral and writing skills, including the development of reports, oral presentations, and technical/persuasive documents for consideration at the highest levels of the Organization.

EDUCATION

Essential: A bachelor's degree in health, environmental science, or engineering and a master's degree in public health, environmental health, or engineering or any other discipline related to the functions of the post from a recognized university.

EXPERIENCE

Essential: Nine years of combined national and international experience in technical cooperation in institutions concerned with public health, with a particular focus on water, sanitation and hygiene (WASH) health, surveillance and monitoring methods, or evaluation of environmental health programs and sustainable development programs.

Desirable: Experience in managing complex international technical cooperation programs related to the revision, development and implementation of policies and interventions on water, sanitation and hygiene, waste management and health promotion practices.

LANGUAGES

Very good knowledge of Spanish or English with a working knowledge of the other language. Knowledge of French and/or Portuguese would be an asset.

IT SKILLS

Demonstrated ability to effectively use current technology and software, spreadsheets and presentations, as well as Enterprise Resource Planning (ERP) and management information systems. Other IT skills and knowledge of software programs such as Microsoft Excel, Outlook, OneDrive, PowerPoint, Teams, SharePoint, and Word are considered essential.

