

JOB DESCRIPTION

JD Unique ID	97907
Job Title	DISTRICT WASH OFFICERS
Company/Employer	SELF HELP AFRICA
Location	NSANJE, SALIMA AND DEDZA
Contract type	Fixed Term Full Time
Reports to	WASH PROJECT MANAGER
Organisation Overview	About Self Help Africa Established in 1984, Self Help Africa is an international development organisation that works through agriculture and agri-enterprise development to address hunger, poverty, social inequality and the impacts of climate change. We believe that equitable economic development is key to lifting communities out of long-term poverty, empowering them to take control of their futures and improving their quality of life. In early 2023 we launched a new five-year organisation strategy, which defines shared mission as the alleviation of hunger, poverty, social inequality and the impact of climate change through community-led, market-based and enterprise- focused approaches, so that people can have access to nutritious food, clean water, decent employment and incomes, while sustaining natural resources. Our wider organisation also includes social enterprise subsidiaries Partner Africa, which provides ethical auditing and consultancy services, and CUMO, Malawi's largest micro-finance provider. Our three core values are: ▪ Impact: We are accountable, ambitious and committed to systemic change. ▪ Innovation: We are agile, creative and enterprising in an ever-changing World. ▪ Community: We are inclusive, honest and have integrity in our relationships. About the Project This project aims to strengthen the sustainability of Water, Sanitation and Hygiene (WASH) services in 45 primary schools with P-Class learners across Nsanje, Dedza, and Salima districts in Malawi by piloting a contextualised Three Star Approach for WASH in Schools. Building on existing WASH infrastructure, the project will improve daily hygiene practices, establish sustainable operation and maintenance (O&M) systems, strengthen school and community ownership, and enhance district-level monitoring and accountability. Implemented by Self Help Africa in partnership with UNICEF, WASHTED, district authorities, and government ministries, the project will support schools to progressively

	achieve One Star, Two Star, and Three Star WASH standards through supervised handwashing, improved sanitation and menstrual hygiene management, school-led O&M financing, and institutional capacity building. By embedding the approach within existing government and community structures, the project seeks to improve children's health, attendance, and learning outcomes while generating evidence for scaling up sustainable school WASH management across Malawi.
Job Purpose	The District WASH Officers will be responsible for promoting and implementing Water, Sanitation, and Hygiene (WASH) initiatives in the targeted schools and corresponding communities, focusing on school structure mobilization, hygiene promotion, capacity building of local structures like Water Point Committees (WPCs), and coordinating with stakeholders. In addition to the above, the officers will be responsible for facilitating the development of sustainable and replicable school gardens, capacity building of key structures and putting in place processes and measures of sustaining the systems in place.
Key Responsibilities	• Mobilise and sensitize of school WASH and management structures, community members and community leadership to effectively participate in the project. • Identify and verify project participants in conjunction with relevant government structures, other SHA projects and WASH partner. • Facilitate needs assessment of schools to align with the initiative of incorporating gardens in the school. • Facilitate training needs assessment for school structures and community-based structures (e.g. Water Point Committees, School Health clubs, mother groups) and facilitating their required trainings. • Facilitate awareness raising campaigns in schools and corresponding communities to enforce adoption of good sanitation and hygiene practices. • Facilitating coordination with government extension staff, decentralized structures, and other local leadership in targeted TAs • Conduct performance review meetings involving different stakeholders such as Area Development Committees and local extension workers. • Conduct regular follow ups and strengthen the capacity of Water Point Committees to manage maintenance of hand pumps in order to maintain functionality rates of hand pumps. • Strengthen Water Monitoring Assistants capacities to collect, process and analyse data on the field situation for decision making and reporting. • Facilitate effective collaboration with other key development partners at TA level to promote synergy and ensure best use of available resources for development activities within the district. • Prepare timely weekly, monthly and quarterly reports and submission to Line Manager

	• Support documentation of lessons and experiences through project period. • Ensure safeguarding issues are implemented and reported during project delivery.
Key Relationships	The role reports to the Project Manager and supports WASH MEAL Intern and National MEAL Manager to develop and implement an effective M and E system as well as working closely WASH programme and Deputy Programme Manager.
Qualification	• At least bachelor's degree public or environmental health, community development or any relevant field in line with irrigation and agriculture • At least 3 years of practical experience in facilitating WASH projects. Those with school WASH experience will have added advantage. • Computer skills especially word processing, spreadsheets, and internet. • Proactive and highly motivated individual who requires the minimum of supervision. • Should be able to ride a motorcycle and have a valid motorcycle riding license
Knowledge, Experience and Other Requirements	• Good interpersonal, communication, facilitation and report writing skills. • Creates and encourages a climate of team-work and collaboration in a diverse cultural environment. • Strong respect and empathy for rural communities; a deep personal commitment to promoting women's rights; as well as an affinity to SHA's mission and values of human respect, partnership, and integrity • Proven experience of/and commitment to participatory methodologies to development, especially Community Based Management. • Demonstrable understanding of safeguarding risks and mitigating actions.

Self Help Africa takes the safety and well-being of all those we work with, and our staff, very seriously. We have a zero-tolerance policy on abuse. Our recruitment is safe, meaning that we recruit staff with the highest values and standards of ethical behaviour. Self Help Africa has a Safeguarding Children and Vulnerable Adults Policy, which reflects our commitment to protecting the people with whom we work. All candidates will be expected to comply with this policy and its procedures.

For more information about the organisation, please visit our website at www.selfhelpafrica.net.

All candidates offered a job with Self Help Africa will be expected to sign our Safeguarding Policies and Code of Conduct as an appendix to their contract of employment and agree to conduct themselves in accordance with the provisions of these documents. Specific roles may require Police/DBS/ [relevant police authority] vetting.



Employee Name

Employee Signature

Date

Supervisor Name

Supervisor Signature

Date

Self Help Africa strives to be an equal opportunities employer