



JOB DESCRIPTION

JD Unique ID:	60525
Job Title:	Senior Policy and Governance Advisor, FCDO WASH Systems for Health
Company:	Self Help Africa
Location:	Kano, Nigeria
Contract type:	Local Recruitment, Fixed Term Contract
Period	2 years, renewable
Reports to:	Programme Manager
Organisation overview:	<p>About Self Help Africa</p> <p>Self Help Africa (SHA) is an international development organisation headquartered in Dublin, Ireland and dedicated to the vision of <i>‘Sustainable livelihoods and healthy lives for all in a changing climate’</i>. We have almost 50 years of experience working in Africa, including 25 years in Nigeria (as United Purpose and Concern Universal).</p> <p>In 2021, Self Help Africa merged with United Purpose (UP), doubling our size. The organisation now works in 17 programme countries. 15 of these are in sub-Saharan Africa while subsidiary organisations, ‘Self Help Brazil’ and ‘Self Help Bangladesh’, have been created for our programmes in the two countries where we are working outside of Africa.</p> <p>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.</p> <p>Our wider organisation also includes social enterprise subsidiaries: Partner Africa - which provides ethical auditing and consultancy services, TruTrade - an innovative trading platform in East Africa, and CUMO - Malawi’s largest micro-finance provider.</p> <p>Our three core values are:</p> <ul style="list-style-type: none"> ▪ 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. <p>To achieve our organisational mission, we work across numerous sectors, such as Agriculture, Climate & Environment, Enterprise, Energy, Nutrition, and WASH. Our global WASH portfolio currently spans 10 countries, 25 active projects, and has reached 5 million people with safe water, and 5 million for sanitation to date.</p>



	<p>In Nigeria, we have a strong reputation in the WASH sector for our work on rural sanitation, having achieved the country's first ODF LGA, and our systems strengthening approach to sustainable WASH service delivery.</p>
<p>Programme Description:</p>	<p>SHA has been awarded a GBP£5m programme focused on WASH systems strengthening, covering Nigeria and Sierra Leone. We would lead the overall consortia, and the work in Nigeria, whilst another INGO would lead work in Sierra Leone, under our oversight and overall consortia leadership.</p> <p>The aim of the programme is to strengthen the systems needed to establish and sustain reliable, resilient and inclusive WASH services. The programme will be for a duration of 4 years.</p> <p>The precise intervention locations in Nigeria will be finalised during the inception phase, and may include (but not necessarily be limited to) northern states such as Kano, Jigawa and possibly Kaduna. This role is to be based in Abuja with frequent travels to the implementation states.</p> <p>The three broad focus areas of the programme are:</p> <ul style="list-style-type: none"> i. Priority 1: Strategic planning and budgeting for sustainable service delivery using defined Service Delivery Models and strengthening capacities and processes for accountable and inclusive planning and budgeting for WASH. ii. Priority 2: Support decentralised implementation of the Clean Nigeria Campaign in pursuit of the elimination of open defecation nationwide, demonstrating effective approaches to ODF, Market-Based Sanitation and ODF sustainability, in target LGAs, for scaling. <p>Priority 3: Facilitate systems leadership and support the mobilisation of a network of WASH champions by strengthening nationwide non-governmental sector organisations and networks, and their respective capacities and mentoring processes.</p>
<p>Job Purpose:</p>	<p>The WASH Policy and Advocacy Advisor, will primarily be responsible for spearheading impactful change within the WASH sector by orchestrating comprehensive policy reviews, influencing governance frameworks, and nurturing collaborative partnerships. This role involves a multifaceted approach, encompassing policy analysis, stakeholder engagement, and capacity building to drive forward evidence-based strategies and advocacy efforts. From continually reviewing and fortifying WASH policies to fostering alliances with key stakeholders and advocating for robust frameworks, this position plays a pivotal role in shaping impactful and sustainable WASH initiatives.</p> <p>The role's scope extends to active participation in subnational and national forums, leveraging external partnerships for resource integration, and leading comprehensive research endeavours to drive evidence-based policy development. By championing stakeholder engagement, advocating for policy changes aligned with global WASH targets, and fostering internal capacity through tailored training modules, this position acts as a catalyst for driving forward positive and inclusive change within the WASH landscape in the targeted project states and at the national level.</p>



<p>Key Responsibilities:</p>	<p>Policy Review and Influencing:</p> <ul style="list-style-type: none"> • Ensure the WASH team maintains up-to-date knowledge of national and subnational WASH policies and governance structures, fostering a well-informed approach within the WASH Systems for Health Project team and SHA Country Programme at large. • Conduct continual reviews and in-depth analyses of national and subnational WASH policies and governance structures. Identify areas for enhancement to bolster advocacy and efforts dedicated to strengthening systems. • Foster collaborative partnerships with key stakeholders in the sector to advocate for and influence national and subnational WASH policies, striving for more robust frameworks. • Champion the alignment of WASH policies with pivotal cross-cutting themes, including gender equality, environmental sustainability, and social inclusion, ensuring a comprehensive and inclusive approach to WASH initiatives. <p>Research, Collaboration and Integration:</p> <ul style="list-style-type: none"> • Commission studies and surveys to gather empirical data on WASH issues, analysing findings to inform evidence-based policy development. • Monitor global and regional WASH trends, translating these insights into actionable strategies for local and organisational contexts. • Actively participate in subnational and national WASH coordination forums and planning sessions to push for WASH systems considerations. • Foster partnerships with external organisations and agencies to leverage resources and expertise for comprehensive WASH integration. <p>Stakeholder Engagement, Advocacy and Capacity Building:</p> <ul style="list-style-type: none"> • Participate and support forums, seminars, and discussions with stakeholders to solicit feedback, share knowledge, and advocate for policy changes aligned with global and national WASH targets. • Represent the organisation in relevant forums, conferences, and working groups to influence policy dialogue and promote WASH-related agendas at the subnational level. • Develop comprehensive training modules and resources on WASH policies and practices, tailoring them for different audiences within the organization and consortium partners and external stakeholders. • Mentor and coach staff members, building internal capacity for effective policy implementation and adaptation. <p>Team Management and Safeguarding</p> <ul style="list-style-type: none"> • Provide team members with information, tools and other resources to improve performance and reach objectives at the state level.
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	<ul style="list-style-type: none"> • Manage the performance of line-managed staff through objective setting, regular performance review, managing feedbacks and regularly monitoring performance development plans. • Employ the highest standards of openness, transparency and accountability to ensure good financial management in line with SHA's zero-tolerance approach to fraud, bribery and corruption at the LGA level. • Demonstrate experience in and commitment to safeguarding, protection, gender mainstreaming and inclusion of vulnerable population including people with disabilities. • Provide support to establish feedback, complaints and response mechanism across communities of implementation to ensure programmatic and operational decisions are informed by local perspectives and priorities, and contribute to the protection of program participants at the state level.
Key Relationships:	<p>Internal: Head of WASH, Programme Manager, State Project Coordinators, WASH Institutional Strengthening Senior Officer, LGA Technical Officer, Communications Officer, Programme, Finance and Operations Teams.</p> <p>External: State Ministry of Water Resources, State RUWASSAs, WASH related MDAs, Federal Ministry of Water Resources and Sanitation, Clean Nigeria Campaign Secretariat, and others.</p>
Knowledge, Experience and Other Requirements	<p>Essential:</p> <p>Qualifications</p> <ul style="list-style-type: none"> • A University degree in Public Health, Environmental Science, Social Sciences or any other relevant degree. A master's degree will be an added advantage. <p>Experience</p> <ul style="list-style-type: none"> • Minimum of 7 years proven experience in WASH policy development, governance, and implementation, preferably within an international development or humanitarian organisation. • In-depth knowledge of WASH-related policies, regulations, and best practices at local, national, and international levels. • Strong analytical skills to assess policy impact, identify gaps, and propose effective solutions. <p>Skills</p> <ul style="list-style-type: none"> • Excellent communication, negotiation and influencing skills for engaging with diverse stakeholders. • Excellent planning, coordination, and prioritisation skills • Strong facilitation, diplomatic and interpersonal skills • Good command of writing in English • Excellent communication and team-working skills, with the ability to build good relations, both internally and externally • Excellent computer knowledge with command on MS Office suite. • Ability to facilitate training for community-based organisations and government stakeholders



	<ul style="list-style-type: none">• Ability to work in a multicultural, diverse and performance-related environment• A proactive approach to problem-solving• Ability to work independently with minimal direction <p>Desirable</p> <ul style="list-style-type: none">• Gender and intercultural sensitivity• Positive outlook and team spirit• Adaptable and responsive disposition relative to the demands of the Programme.
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Application Procedure:

Fill and send the attached Self Help Africa application form and also send your cover letter and CV in a single document (of not more than 6 pages) to the link provided on the website.

In the cover letter, please ensure to explain the following:

1. Why you are applying for the position
2. How do your skills and experience meet the person's specification
3. When you would be able to take up the position if it were offered to you

The deadline for applications is **5th April 2024**. You are recommended to apply early, as applications will be assessed as they are received. Only shortlisted candidates will be contacted.

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.

Self Help Africa strives to be an equal opportunities employer.