



JOB DESCRIPTION

Functional Title	:	WASH Specialist
Responsibility Level	:	Specialist
Department	:	Program Development and Delivery- Emergency Response
Workstation	:	Nuwakot and Rasuwa
No. of positions	:	2 (Nuwakot-1, Rasuwa-1)
Supervisor/Principal	:	District Response Manager

BACKGROUND

The Bhotekoshi flash floods caused significant damage and displacement across affected areas of Rasuwa, Nuwakot, Dhading, Gorkha Tanahu and Chitwan disrupting shelter, livelihoods and access to essential services and increasing protection, gender and inclusion risks for affected communities. As households transition from immediate humanitarian assistance towards recovery, there is a need for inclusive, gender-responsive and safeguarding-focused support that addresses the differentiated needs and vulnerabilities of women, girls, persons with disabilities, older people and other marginalized groups.

JOB SUMMARY

The WASH Specialist will provide technical leadership and oversight for Water, Sanitation, and Hygiene (WASH) interventions under the Flood Response Program. The position will lead rapid WASH assessments, design and implementation of emergency and recovery WASH infrastructure, hygiene promotion, behavior change interventions, and capacity strengthening of local governments and partner organizations. The WASH Specialist will ensure that all WASH interventions are technically sound, gender-responsive, climate-resilient, and aligned with national standards and humanitarian principles.

The position requires a strong engineering background combined with expertise in WASH behavior change methodologies to support sustainable improvements in hygiene practices and community resilience.

The employee shall fully comply with CARE policies and procedures and should be accountable for it.

KEY RESPONSIBILITIES AND TASKS:

R1. WASH Assessment and Planning

- Conduct rapid WASH needs assessments in flood-affected communities to identify immediate and longer-term needs.
- Assess the functionality and damage status of water supply systems, sanitation facilities, drainage systems, and hygiene infrastructure.
- Identify gaps related to water supply, sanitation facilities, hygiene needs, waste management, and public health risks at holding centers/Displacement sites/communities
- Support local governments in conducting WASH-related technical assessments and response planning.
- Prepare technical assessment reports, intervention plans, and recommendations for emergency response and early recovery.
- Identify vulnerable populations and ensure inclusive WASH service delivery.

R2. WASH Infrastructure Design, Implementation and monitoring

- Design, rehabilitate, and supervise construction of emergency and recovery WASH infrastructure, including water supply systems, sanitation facilities, handwashing stations, bathing spaces, drainage systems, and water storage facilities.
- Prepare technical drawings, Bills of Quantities (BoQs), specifications, and cost estimates for WASH infrastructure.
- Support the establishment and management of safe, inclusive, and gender-responsive WASH services in temporary shelters, holding centers, and displacement sites.
- Ensure all WASH facilities are safe, accessible, environmentally sustainable, and disability inclusive.
- Promote climate-resilient and disaster-resilient WASH infrastructure suitable for local contexts.
- Organize community clean-up campaigns in disaster-affected areas, schools, health facilities, and displacement sites.
- Support solid waste management systems and safe disposal practices.
- Provide technical guidance and quality assurance throughout infrastructure implementation.
- Prepare progress reports, technical reports, monitoring reports, and completion reports.

R3. Hygiene Promotion and Behavior Change

- Lead the design and implementation of hygiene promotion and behavior change interventions in affected communities.
- Apply evidence-based WASH behavior change tools and methodologies to improve hygiene practices and reduce public health risks.
- Develop community engagement strategies to promote handwashing, safe water handling, sanitation, menstrual hygiene management, and disease prevention.
- Design and facilitate behavior change campaigns using participatory approaches and locally appropriate communication channels.
- Monitor and evaluate behavior change outcomes and adapt interventions accordingly.

R4. Capacity Building and Technical Support

- Strengthen the capacity of local governments, WASH committees, community groups, and partner staff on WASH programming and infrastructure management.
- Conduct training for engineers, technicians, and local service providers on operation, maintenance, and quality assurance of WASH facilities.
- Develop technical manuals, training materials, IEC/BCC materials, and practical learning tools.
- Provide mentoring and continuous technical support to implementing partners and field teams.
- Promote water safety planning and community-based management of water systems.
- Coordinate with health authorities on prevention of waterborne and hygiene-related diseases.
- Support outbreak preparedness and response through WASH interventions.
- Develop technical specifications and procurement plans for WASH infrastructure, equipment, and relief supplies.
- Conduct market assessments related to WASH materials and services.



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R5. Coordination and Representation

- Coordinate closely with municipalities, ward offices, water user committees, DDMCs, and relevant government agencies.
- Maintain regular coordination with Division Water Supply Offices, Department of Water Supply and Sewerage Management, and relevant technical authorities.
- Represent the organization in WASH Cluster meetings, technical working groups, and coordination forums.
- Support coordination with humanitarian partners, contractors, service providers, and community stakeholders.

R6. Community Engagement, Gender and Safeguarding

- Ensure meaningful participation of women, persons with disabilities, older persons, and marginalized groups in WASH planning and implementation.
- Integrate Gender Equality, Disability and Social Inclusion (GEDSI) principles into all WASH activities.
- Promote inclusive and safe access to water and sanitation facilities.
- Ensure hygiene promotion and WASH infrastructure address the needs of women, girls, and vulnerable populations.
- Uphold safeguarding, protection, accountability, and humanitarian standards in all interventions.

R7. Upholding CARE's Core values and ensuring its principles.

- Link and demonstrate CARE Nepal's core values, programming principles, strategic objects, women and girls' equality, and impact in programming and behaviors.
- Comply and exercise organizational values and culture.
- Help to promote rights and good governance.
- Responsive to women and girls' specific needs in all actions and decisions.
- Demonstrate positive behaviors following the CARE code of conduct and uphold implementation of CARE Safeguarding policy at all levels.
- Safety and Security is everyone's responsibility within CI through full compliance and accountability (as per Principle –ii of the CARE International Safety & Security Principles).

PERSON SPECIFICATION REQUIREMENTS:

EDUCATION

- Bachelor's degree in civil engineering, Environmental Engineering, Water Resources Engineering, Sanitary Engineering, Public Health Engineering, or a related field or Master's Degree in related discipline is an advantage.

EXPERIENCE

- Minimum 5 years of experience in WASH programming, preferably in humanitarian response and recovery contexts in Nepal
- Demonstrated experience in WASH infrastructure design, supervision, and quality assurance.
- Proven experience in applying WASH behavior change tools and community mobilization approaches.
- Experience working with local governments, communities, and humanitarian coordination mechanisms.
- Experience managing contractors, consultants, and community-based WASH projects.



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TECHNICAL SKILLS

- Strong knowledge of rural and urban water supply systems, sanitation technologies, and hygiene promotion in disaster setting
- Familiarity with Community-Led Total Sanitation (CLTS), Social and Behavior Change Communication (SBCC), PHAST, CHAST, and other WASH behavior change methodologies.
- Proficiency in engineering design software.
- Knowledge of Sphere Standards, National WASH Guidelines, and emergency WASH programming.
- Experience in water quality monitoring and infrastructure quality assurance.

CORE COMPETENCIES

- Strong leadership and coordination skills.
- Excellent analytical and problem-solving abilities.
- Effective facilitation and training skills.
- Strong communication and report-writing skills.
- Ability to work independently in challenging field environments.
- Commitment to humanitarian principles, accountability, and safeguarding

Disclaimer/Note

The responsibilities and requirements outlined in this Job Description are subject to change and may be revised as necessary to reflect evolving organizational priorities, operational requirements, and the needs of the position.

Approved by: _____

Date: _____

Agreed by: _____

Date: _____