



VACANCY IN COWASH



The **Community-Led Accelerated WASH (COWASH)** is a bi-lateral project financed by the Governments of Ethiopia and Finland. The Project with the head office in the Ministry of Water, Irrigation and Energy (MoWIE) in Addis Ababa is supporting the Ethiopian WASH sector in six Regions and nearly 100 Woredas in the implementation of WASH projects by using the Community Managed Projects (CMP) financing modality. The COWASH IV duration is 2021-2024. Niras-Finland is providing technical assistance service for the project. Niras-Finland is seeking to recruit competent, self motivated and committed candidates for the following vacant positions in COWASH:

Behavioral Change Specialist (1 vacancy in Addis Ababa, 24 months and possibility for extension)

Education: Master's degree in relevant field (e.g., Public Health, Social Psychology, Behavioral Economics, Community Development, Social Psychology).

Language: Fluency in both spoken and written English and Amharic

Experience and skills

- Master's degree in relevant field (e.g., Public Health, Social Psychology, Behavioural Economics, Community Development, Social Psychology);
- At least 7 years of relevant work experience, including at least three years in behaviour change technical specialist or managerial role for a behaviour change project;
- Demonstrated experience designing, implementing, managing, and evaluating behaviour change interventions, preferably programs with a social marketing and/or supply chain component;
- Demonstrated knowledge on current trends related to behaviour change; preferably as they apply to the water, sanitation, and hygiene sector;
- Demonstrated experience using theory and evidence (including from formative re-search) to design, monitor, and evaluate behaviour change interventions;
- Experience applying human centred design methods to address development challenges a plus;
- Experience in providing capacity building and preparing training materials;
- Excellent social skills, ability to work and communicate in an international environment and in communities of diverse cultures;
- Experience in cooperation with development partners;
- Well-developed understanding of skills transfers, training and capacity building;
- Good computer skills (word processing, spreadsheets, data base management, etc.); and
- Excellent communication and report writing skills in English.

Responsibilities

- Lead the design, development, testing, capacity building for, and evaluation of the following Project activities:
 - Market Based Sanitation in the six Project regions (including demand creation, supply chain strengthening, product development, financing strategy, etc.);
 - Sanitation and hygiene behaviour change strategy preparation and capacity building for regional and woreda level WASH staff in behavioural change;
 - 'Nudge' pilots in schools and health centre water, sanitation, and hygiene facilities to support usage and maintenance; and
 - Capacity building program and tools for school and health centre water, sanitation, and hygiene facility operation and maintenance;
- As a part of and complement to the above process:
 - Conduct and utilise literature reviews, formative research, and human-centred design to develop Project activities and pilots;
 - Develop the process to take successful pilots to scale; and
 - Document pilot and activity designs for internal and external use;
- Provide technical support for behaviour change aspects of the following Project activities:
 - Design, development, and evaluation of construction and operation of menstrual hygiene management rooms/facilities at schools in the five Project regions;
 - Design and evaluation of community level menstrual hygiene management, gender awareness, and inclusion trainings;
 - Behaviour change aspects of point of collection drinking water treatment and water quality;
 - Behavioural change in handwashing practises; and
 - Behavioural Change in Water Safety Planning and climate resilience related issues;
- Build behaviour change capacity within the Federal and regional technical assistance teams;
- Collaborate closely with stakeholders in behaviour change activity design and implementation in WASH;
- Support supervision, monitoring and relevant reporting related to behaviour change, sanitation, and hygiene of the selected Project regions;
- Managing sanitation and hygiene data; and
- Relevant reporting, preparing of learning notes and presenting learnings for the WASH sector stakeholders.

Place of assignment

Based in MoWIE, Addis Ababa with frequent travelling to regions and substantial part of the work in MoH and MoE



Interested candidates can submit their up-to-date and duly signed Curriculum Vitae with copies of supporting documents along with an elaborated motivation letter and passport size photograph to: arto.suominen@cmpethiopia.org. Deadline for the submission of applications is [April 29, 2021](#). Only short-listed candidates will be contacted.