



# WASH Engineer (Water, Sanitation & Hygiene) – Register

Candidate Information Pack

July 2023

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[uk-med.org](http://uk-med.org)

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## Introduction



This is an exciting time to join UK-Med. We have expanded significantly over the last few years and have an ambitious strategy in place for growth.

The world is experiencing an unprecedented level of humanitarian need. Natural disasters, disease outbreaks and conflict can hit at any time. The people affected are often the poorest and most vulnerable and the health problems they experience post-disaster are long-lasting. We believe that they deserve the highest quality emergency medical aid. We seek to save lives, but also to build resilient health systems so that people can lead healthy lives in the future.

At UK-Med, we work together to:

- **Respond** rapidly to emergencies, delivering the expertise needed to support local health services and save people's lives.
- **Prepare** health staff through training and capacity building, enabling health services to be better prepared for emergencies.
- **Learn** and share learning worldwide through our academic partners, ensuring patients get the best care.

This is a pivotal time in our history to join UK-Med. At the end of February 2022, we received the first of many calls asking for help with the crisis in Ukraine. We now have programmes across Ukraine including surgical support, health clinics, and emergency preparedness training. More than 10,000 people have already received direct support or training from UK-Med as a result.

In June 2022, we were awarded EMT (Emergency Medical Team) status by the World Health Organization. A month later, we were formally appointed to provide EMT services for the UK government. As such we are at the front line of the Foreign, Commonwealth and Development Office's response to humanitarian crisis and can also respond to any crisis, anywhere in the world, under our own banner.

We are very excited about our plans and hope you will join us on this extraordinary journey.

David Wightwick

**UK-Med Chief Executive Officer**

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## Advert

|           |   |
|-----------|---|
| Role:     | WASH Engineers (Water, Sanitation & Hygiene)  |
| Hours:    | UK-Med Register role, no guarantee of any work, but if deployed work will be full-time  |
| Duration: | Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks |
| Pay:      | £3500 - £4025 as per calendar month   |
| Location: | Internationally / any of the UK-Med response including Ukraine and or to various other locations.   |

### Are you an experienced WASH Engineer professional looking for a diverse and exciting role?

UK-Med is a frontline medical aid charity. Born of the NHS, we've been working for over 30 years towards a world where everyone has the healthcare they need when crises or disasters hit.

Our responses are staffed from our Register of surge responders. Register members undergo extensive training and vetting in advance, so they can be quickly deployed to where they are most needed. Register members who join a response team are offered a fixed-term contract for the response and paid in line with our globally benchmarked pay scales.

We are seeking several new talented people to join our teams in various locations, to be available to deploy in WASH Engineer roles, you will be responsible for the identification, design, implementation, monitoring and reporting on the progress of community construction and rehabilitation projects in the assigned districts. S/he is Responsible for day-to-day field management, supervision, and provision of regular technical backstopping to WASH and Community projects.

Our ideal candidates will be experienced WASH Engineers who have demonstrable understanding of supporting in ensuring the quality and effectiveness of programming in accordance with grant proposal and guidelines.

You will have proven experience of ensuring implementation and successful completion of WASH related construction/rehabilitation projects or components as assigned by line manager.

You will be determined, high performing, compassionate and collaborative, as well as being committed to learning and supporting others to learn. Language skills will be an advantage.

We offer excellent learning opportunities and occasional opportunities to work in international humanitarian responses, should you decide to join our Register at a later date.

## How to apply

To apply, please complete the application questions and submit a current CV and a supporting letter (2 pages) through our [Online Jobs Portal](#) as soon as possible. Please include a detailed explanation of your suitability for this post with specific reference to the essential criteria in the person specification.

This vacancy will close as soon as we have received enough strong applications. Please apply as soon as possible.

### **The selection process consists of two stages:**

Interview Stage: All applicants will go through an initial interview stage.

Selection Training Stage: Applicants who pass the interview stage and do not have a minimum of 3 years of humanitarian experience will be required to complete a selection training.

***We look forward to receiving your applications and potentially welcoming you to our team of dedicated humanitarian Surgeon at UK-Med.***

*UK-Med is committed to safeguarding of our personnel and beneficiaries and has a zero-tolerance approach to sexual exploitation and abuse. We conduct thorough vetting before any appointment is confirmed.*

*UK-Med is committed to the principles of diversity, equality, and inclusion. We strive to provide an inclusive and supportive environment where employees feel respected and supported to be able to fulfil their potential.*



## About UK-Med

### UK-Med ([www.uk-med.org](http://www.uk-med.org))

We train and deploy medical teams and specialists to save lives when epidemics, conflict and natural disasters hit. As disasters grow more frequent, severe and complex there has never been a greater need to respond quickly and effectively. We believe in a world prepared to help.

It started in 1988 with a team of eight Manchester clinicians led by our founder Tony Redmond, when a huge earthquake ripped through Armenia. Teams continued to deploy throughout the 1990's and 2000s, and when Ebola struck West Africa in 2014 UK-Med stepped up. We recruited and trained the one hundred and fifty UK clinicians who worked alongside local medical teams, other NGOs and DFID to bring the outbreak under control.

UK-Med has deployed teams to a range of countries and crises including Cape Verde, China, Gaza, Haiti, Bosnia and Herzegovina, Indonesia, Jordan, Kosovo, Pakistan, the Philippines, Sierra Leone and Bangladesh. Our teams have undertaken a range of work on deployment including general medical care, trauma and surgical care, outbreak response and training of local healthcare staff.

## UK-Med Vision, Mission and Values

### Our Vision

A world where everyone has the healthcare they need when crises or disasters hit.

### Our Mission

We save lives in emergencies.

When health services are overwhelmed, we get expert health staff to where they're needed fast.

We help communities prepare for future crises.

### We Value:

#### Excellence

We set high standards for ourselves and the organisation. We strive to be outstanding in everything we do.

#### Determination

We have a can-do attitude and thrive on problem solving. No matter what the challenge, we explore all options so if there's a way we'll find it. We don't give up easily.

#### Compassion

We care about people. The health and wellbeing of our patients and our people is central to everything we do.

#### Learning

We believe in knowledge-sharing and giving people the means to develop their capabilities. We value learning and continual growth.

#### Collaboration

Working in partnership with stakeholders, communities and colleagues is key to the success of our work.

We respect the skills, knowledge and experience of those we work with and take care to listen and adapt to changes in need.



# Job Description

|                      |  |
|----------------------|--|
| <b>Job Title</b>     | WASH Engineers   |
| <b>Duration</b>      | Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks. |
| <b>Hours</b>         | UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.  |
| <b>Place of work</b> | Internationally / any of the UK-Med response including Ukraine and or to various other locations.  |

## Purpose of role

- The WASH Engineer will be responsible for day-to-day field management, supervision, and provision of regular technical backstopping to WASH and community projects.
- Have demonstrable understanding of supporting in ensuring the quality and effectiveness of programming in accordance with grant proposal and guidelines.

## Key responsibilities

|   |  |
|---|--|
| 1 | Responsible for assembling and mounting the Wash kit of UK Med field hospitals, ensure they are completed in a timely, efficient, and accurate manner according to standard.   |
| 2 | Carrying out WASH needs assessments, evaluate wash data analysis and proposals design wash programs based on the needs.  |
| 3 | Participate on the rehabilitated and / or build in the project, through technical feasibility studies, visits to facilities and sites.   |
| 4 | Coordinate WASH construction activities with other local actors (governmental and non-governmental). Build strong relationship with local and government partners, Local Water and Sanitation authorities/corporations.    |
| 5 | Ensure that WASH infrastructure construction and rehabilitation works are carried out according to BOQs, drawings, quality standards established by the organization through quality checklists.                           |
| 6 | Reporting of data to follow up the standard project and strategic indicators (number of beneficiaries, water consumption; quantity of waste produced; number and type of activities completed).                            |
| 7 | Develop and implement safety standard checklists ensuring that beneficiaries' safety is central.   |
| 8 | Carrying out a functional evaluation of the wash set-up, assessing the applicable technical installations, systems, structures, equipment and HR set-up, the compliance with procedures, and UK MED policies and guideline |

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| 9                     | Responsible for a high degree of awareness regarding safety and the security situation in the project area.   |
| 10                    | Write and submit activity technical reports and filed visit reports at critical points of the construction, rehabilitation works or deployment phase.   |
| 11                    | Ensure Infection prevention and control protocols are established and implemented at UK Med health facility   |
| 12                    | Represent UK-Med in relevant WASH meetings and events.  |
| 13                    | Conduct technical assessment and feasibility survey for all water and sanitation infrastructure in targeted area.   |
| 14                    | Conduct need assessment for all water, sanitation infrastructure, community assets, (Latrine, water supply system, water treatment units, agriculture sites, etc.) in targeted areas.               |
| 15                    | Other duties as assigned  |
| <b>Safeguarding</b>   |   |
| 14                    | Comply with and uphold UK-Med safeguarding policies (including child protection, prevention of sexual exploitation and abuse, bullying and harassment) and all Codes of Conduct                     |
| 15                    | Report all possible breaches of policy or Codes of Conduct through the appropriate channels in a timely fashion   |
| <b>General duties</b> |   |
| 16                    | To ensure and promote Equality, Diversity and Inclusion (EDI) in line with UK-Med's EDI Policy  |
| 17                    | Comply with all financial and procurement policies and procedures, including those relating to anti-bribery, anti-terrorism and anti-slavery  |
| 18                    | Support UK-Med's environmental policies and procedures, taking personal responsibility for contributing to reducing negative environmental impacts  |
| 19                    | Work within the security framework and subsequent rules and procedures put in place for the deployment depending on the context   |
| 20                    | Undertake training and comply with vetting requirements (including CRB / police checks, referencing) appropriate to the role as specified by UK-Med   |
| 21                    | Treat all people including colleagues, patients and other beneficiaries, volunteers, partner staff and the general public with respect and ensure their dignity in interactions with you and UK-Med |
| 22                    | Other tasks as might be required to ensure effective delivery of UK-Med / READY / projects and programmes of work   |

# Person Specification

## WASH Engineer

| <b>Qualifications / Professional Memberships</b> |  |           |
|--|--|-----------|
| Q1   | Degree or master's degree in water and sanitation engineering, civil engineering, environment/public health, environmental science, architecture or relevant technical WASH specialization   | Essential |
| Q2   | Two years field experience or extensive field experience with designing, implementing, and maintaining water and sanitation systems, hygiene promotion and vector control programs in health facilities and outbreak preparedness and/or response. | Essential |
| <b>Knowledge, Skills and Experience</b>          |  |           |
| S1   | Experience of 2-3 years in field of civil construction and water infrastructure engineering, at least 1-2 years in WASH sector.  | Essential |
| S2   | Proven previous experience in construction and the rehabilitation of WASH systems in low resource settings   | Essential |
| S3   | Experience of providing WASH and related IPC support during an outbreak  | Essential |
| S4   | Is a patient and good communicator (oral/written), who can function well in a working environment that involves a lot of diversity of cultures, languages, and personal interests and agendas.   | Essential |
| S5   | Able to work independently and manage various tasks under tight deadlines  | Essential |
| S6   | Computer literate, knowledge and experience of working on Auto CAD, Ms. Excel, word, Power point and Strong organizational skills.   | Essential |
| S7   | Experience providing training to adult learners  | Essential |
| S8   | The capacity and willingness to be extremely flexible and accommodating in difficult and sometimes insecure working circumstances.   | Essential |
| S9   | Good understanding of spoken and written language (equivalent to UN Level III) in English  | Essential |
| S10  | IT proficiency, including MS Word, MS Excel and Email  | Essential |
| S11  | Additional languages particularly French, Spanish or Arabic  | Desirable |
| <b>Personal Attributes</b>                       |  |           |
| A1   | Personal integrity and the highest standards of personal conduct   | Essential |
| A2   | Commitment to high performance, striving for excellence in all aspects of work   | Essential |

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|--|--|-----------|
| A3   | Determined, solutions driven oriented  | Essential |
| A4   | Compassionate; putting the health and wellbeing of patients and colleagues at the heart of all actions   | Essential |
| A5   | Collaborative; inclusive and respectful in all interactions with others, and an active and skilled communicator  | Essential |
| A6   | Committed to learning; continuously developing own skills, supporting the development of others and contributing to continuous improvement                 | Essential |
| A7   | Able to work independently with limited supervision  | Essential |
| <b>Practical requirements</b>                |  |           |
| P1   | Will be practically available frequently enough, for long enough periods to deploy to diverse contexts   | Essential |
| P2   | Willingness to commit time to and provide authorisation for vetting procedures, medical clearance, training and development and other readiness activities | Essential |
| <b>UK-Med Core Humanitarian Competencies</b> |  |           |
| C1   | Understands operating contexts, key stakeholders and practices affecting current and future humanitarian interventions                                     | Essential |
| C2   | Is accountable for own work and uses resources effectively to achieve lasting results  | Essential |
| C3   | Develops and maintains collaborative and coordinated relationships with colleagues, stakeholders and staff   | Essential |
| C4   | Operates safely and securely in pressured environments   | Essential |
| C5   | Adapts to pressure and change to operate effectively within humanitarian context   | Essential |
| C6   | Demonstrates humanitarian values and principles, and motivates others to achieve results in complex situations, independent of role, function or seniority | Essential |

## Key terms and benefits

|                                    |   |
|------------------------------------|---|
| <b>Salary:</b>                     | £3500 - £4025 as per calendar month   |
| <b>Working hours:</b>              | UK-Med Register role, no guarantee of any work, but if deployed work will be full-time.   |
| <b>Annual Leave:</b>               | 33 days per year including public holidays (equivalent to 14.5% additional holiday pay if in contexts where holiday cannot be taken).   |
| <b>Safeguarding and sanctions:</b> | <p>To ensure the suitability for the role's work with both adults and children, and/or work within regulated environments (CAA, MRHA) an assessment of suitability for this work will be completed which will include DBS / police checks. For work in some countries or funded by some donors we will also run a comprehensive sanctions / suitable person check.</p> <p>Suitability for this work is a condition of employment.</p> |
| <b>Health and medical:</b>         | <p>Health clearance as 'fit to deploy' by our occupational health provider is an essential requirement for deployment in this role.</p> <p>You must complete course of all required vaccinations to be cleared for deployment.</p>  |
| <b>Professional requirements:</b>  | There are no required professional memberships although relevant memberships may be an advantage.   |
| <b>Term of contract:</b>           | Register members who deploy will be offered fixed-term contracts. The duration will depend on the requirements of the response, but most responses are between 4 and 12 weeks.  |

# UK-MED

Building a world  
prepared to help