

Tool 2A.

Skills per job description with recommended courses and opportunities

How to use this tool

- In order to support the development of skills for synergized services, section chiefs can
- Take some time to consider their program and what sort of skills would be required by their staff: Tool 2A is a suggested list but there may be additional points more relevant to your context
- Have a discussion with the relevant staff and make a plan together for skills development (there are suggested personal learning resources). Update this in the personal development section of the Performance Evaluation Review at the next opportunity
- Ensure staff are allotted adequate time to participate in the learning opportunities
- Support and encourage cross-sectoral learning; for example, share the resource list below with other sections as they may be interested to increase their relevant skills in another sector
- Consider starting to include some of these skills in job descriptions during recruiting periods

Job Position	Knowledge	Skills	Courses
Nutrition Officer	<ul style="list-style-type: none"> - Fundamentals of WASH programs and how they operate - Key pathways of WASH and Nutrition interaction - General communication for development principles 	<ul style="list-style-type: none"> - Able to support partners in the planning of joint actions - Able to support joint monitoring - Able to articulate the fundamentals of a WASH program and key areas for convergence with Nutrition - Support design of key messages 	Webinars on WASH, Nutrition and early childhood development: www.washplus.org

Job Position	Knowledge	Skills	Courses
Nutrition Specialist	<ul style="list-style-type: none"> - Complex pathways of WASH and Nutrition interaction - Advanced understanding of WASH programs - Advanced knowledge of communication for development principles and practices - Understanding of WASH sectoral planning processes 	<ul style="list-style-type: none"> - Able to advocate with government and other stakeholders for joint coordination, planning and action - Able to support internal UNICEF joint coordination and planning - Able to articulate the complex relationship between WASH and Nutrition - Able to support the development of communication for development programming for multi-sectoral messaging - Micro-level understanding of and participation in WASH sectoral planning 	<p>USAID HIP webinar series: http://www.hip.fhi360.org/page/4105.html</p> <p>WASH 101 The International Water Centre and the Australian Department of Foreign Affairs and Trade have developed an online training package which provides comprehensive entry-level training on key aspects of Water, Sanitation and Hygiene (WASH), through easy-to-follow modules. https://www.youtube.com/playlist?list=PLicI2fKDSZ2HjIDn5d39IX3svgpukX2z</p> <p>Rural sanitation at scale Loughborough University's Water, Engineering and Development Centre (WEDC) and the World Bank Water and Sanitation Program have developed a three-part online module examining key issues around scaling up sanitation in rural areas of developing countries. http://wedc.lboro.ac.uk/</p>
Nutrition Senior Manager/Chief	<ul style="list-style-type: none"> - Complex pathways of WASH and Nutrition interaction - Advanced understanding of WASH programs - Understanding of WASH and multi-sectoral coordination structures - Advanced knowledge of communication for development principles and practices - Understanding of WASH sectoral planning processes 	<ul style="list-style-type: none"> - Able to advocate with government and other key stakeholders (especially donors) for joint programming, focused on national level - Able to support internal UNICEF joint coordination and planning - Able to advocate with UNICEF management for support and space for joint programming - Able to articulate to others the complex relationship between WASH and Nutrition - Able to advocate for and support multi-sectoral communication for development actions - Macro-level understanding of and participation in WASH sectoral planning 	

Job Position	Knowledge	Skills	Courses
WASH Officer	<ul style="list-style-type: none"> - Fundamentals of Nutrition programs and how they operate - Key pathways of WASH and Nutrition interaction - General communication for development principles 	<ul style="list-style-type: none"> - Able to support partners in the planning of joint actions - Able to support joint monitoring - Able to articulate the fundamentals of a Nutrition program and key areas for convergence with WASH - Able to support design of key messages 	<p>Webinars on WASH, Nutrition and Early Childhood Development: www.washplus.org</p> <p>UNICEF Webex Training WASH, Child Survival and Development, 2012. http://www.unicef.org/eapro/Resources_and_references2.zip</p>
WASH Specialist	<ul style="list-style-type: none"> - Complex pathways of WASH and Nutrition interaction - Advanced understanding of Nutrition programs - Advanced knowledge of communication for development principles and practices - Understanding of Nutrition sectoral planning processes 	<ul style="list-style-type: none"> - Able to advocate with government and other stakeholders for joint coordination, planning and action - Able to support internal UNICEF joint coordination and planning - Able to articulate the complex relationship between WASH and Nutrition - Able to support the development of communication for development programming for multi-sectoral messaging - Micro-level understanding of and participation in Nutrition sectoral planning 	<p>Programming for Nutrition Outcomes London School of Hygiene and Tropical Medicine (LSHTM), with support from UK DFID, has developed an online course to explain the complex causes of undernutrition and identify possible programming solutions. https://ble.lshtm.ac.uk/course/view.php?id=26</p>
WASH Senior Manager/Chief	<ul style="list-style-type: none"> - Complex pathways of WASH and Nutrition interaction - Advanced understanding of Nutrition programs - Understanding of Nutrition and multi-sectoral coordination structures - Advanced knowledge of communication for development principles and practices - Understanding of Nutrition sectoral planning processes 	<ul style="list-style-type: none"> - Able to advocate with government and other key stakeholders (especially donors) for joint programming, focused on upstream - Able to support internal UNICEF joint coordination and planning - Able to advocate with UNICEF management for support and space for joint programming - Able to articulate to others the complex relationship between WASH and Nutrition - Able to advocate for and support multi-sectoral communication for development actions - Macro-level understanding of and participation in Nutrition sectoral planning 	<p>Programming for Infant and Young Child Feeding Cornell University and UNICEF have developed an online course to enhance the competencies and build capacity of UNICEF staff and their counterparts who are involved in infant and young child feeding programs in developing countries. https://www.nutritionworks.cornell.edu/features/index.cfm?Action=Course&CourseID=259</p>