



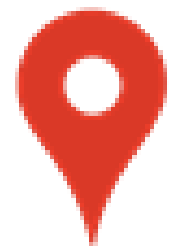
WASH Competency Framework

Surge optimization: What is it?

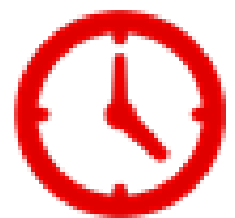
Improving the surge mechanism to:



Deploy the right people and services



To the right place



At the right time



As local as possible, as global as necessary

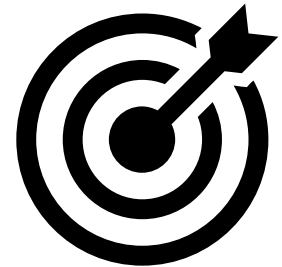
WASH competency framework



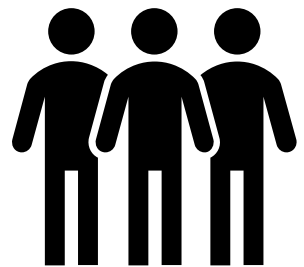
Selection



Training and career development



Performance management



Succession planning

Standardized role profiles



Core competencies

+

Technical competencies

+

Duties and responsibilities

+

Experience

=

Role profile



Core Competency Framework for Surge Personnel

Surge Optimisation
July 2018



WASH Technical Competency Framework

Domain	Tier A - Demonstrate knowledge of...	Tier B - Able to carry out	Tier C - Able to design and evaluate
WASH and Health	Demonstrate knowledge of key concepts of WASH-related diseases and transmission routes, in particular diarrhoeal and infectious diseases, and SPHERE standards for WASH response, including epidemics.	Determine the main public and environmental health threats to the affected population and WASH activities to reduce public health risk and respond appropriately.	Design and evaluate WASH response program to a public and/or environmental health risk.
WASH Surge Mechanisms	Demonstrate knowledge of key concepts of availability and how to access RCRC Movement tools for WASH response, including ERUs, Disaster Response Kits, and Rapid Response Teams.	Use RCRC Movement tools for WASH Response, including ERUs, Disaster Response Kits, and Rapid Response Teams.	Identify the need for WASH response tools and adjust tools as necessary to meet needs.
Hygiene Promotion	Demonstrate knowledge of key concepts of hygiene promotion concepts and tools, including the IFRC WASH guidelines for hygiene promotion in emergency operations.	Implement high quality hygiene promotion programme which adhere to IFRC WASH guidelines for hygiene promotion in emergencies.	Design hygiene promotion programme and evaluate the outcomes.
WASH and Inclusion	Demonstrate knowledge of key concepts of disability, gender and vulnerable considerations in WASH hardware and software activities including the design of WASH facilities.	Implement disability, gender and vulnerable considerations in WASH hardware and software activities, including the design of WASH facilities.	Design and evaluate WASH programmes with disability, gender and vulnerable considerations in WASH hardware and software activities, including the design of WASH facilities.
Menstrual Hygiene Management	Demonstrate knowledge of key concepts of Menstrual Hygiene Management (MHM) and incontinence in response context.	Implement high quality MHM activities which adhere to IFRC guidelines and tools for MHM.	Design and evaluate WASH programmes that integrate MHM into all relevant programme components, including solid waste management, infrastructure and hygiene promotion.
Water Supply	Demonstrate knowledge of key concepts of water supply planning and design, including pump selection, trucking and network design.	Design and establish water supply systems.	Design and evaluate water supply programmes.

1



Rapid response role profile -
WASH coordinator

WASH technical competencies



Water supply	Hygiene promotion	Solid waste management	WASH and market assessment	Urban WASH
Bulk water treatment	Menstrual hygiene management & incontinence	Drainage	WASH procurement	Institutional WASH
Hydrogeology	Excreta disposal	Vector control	WASH and inclusion	Cross-cutting WASH
Water quality testing	Faecal sludge and wastewater quality testing	WASH and Health	WASH surge mechanism	
Household water treatment and safe storage	Faecal sludge management	WASH and Cash		

WASH technical competencies



Tier A: Demonstrate knowledge of	Tier B: Able to carry out	Tier C: Able to design and evaluate
Technician role	Manager role	Coordinator / leader role
Understanding of well-defined WASH issues/problems <i>e.g., demonstrated knowledge of HP concepts</i>	Design or develop solutions to broadly defined WASH issues/problems <i>e.g., implemented high quality HP programme</i>	Design or develop solutions to complex WASH issues/problems <i>e.g., documented experience designing HP programmes and evaluating the outcomes</i>
Able to function effectively as part of RCRC response	Manage RCRC WASH response	Lead RCRC WASH response

Self-assessment tool



- Online assessment on Kobotoolbox through Enketo
- Go through and fill up the 22 technical competencies accordingly

Not applicable

Tier A:
Demonstrate
knowledge of

Only fill A

Tier B:
Able to carry out

Fill A + B

Tier C:
Able to design and
evaluate

Fill A + B + C

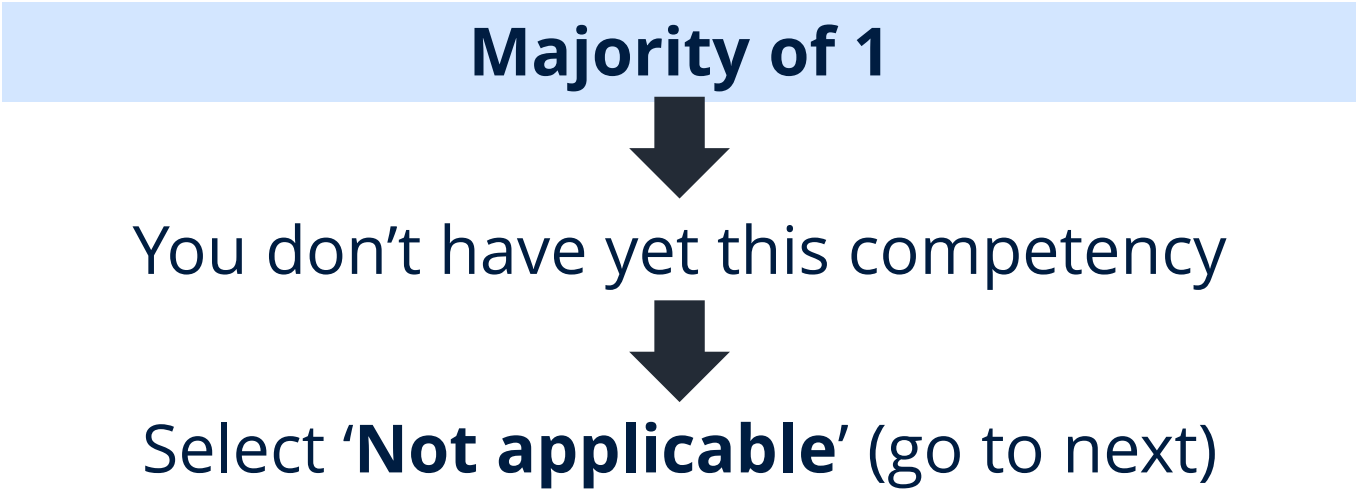
How do you fill it? E.g., HWTS



How do you rate for this competency?

	1	2	3	4	5
Knowledge of water treatment processes	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Basic knowledge of technologies for treating water at home	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of minimum parameters of safe water	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of HHWTS decision tree for response options	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of safe storage requirements	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of contamination risks at HH level	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of basic elements related to hygiene in emergency context	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of tools and resources to work effectively with community	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 1: No knowledge**
- 2: Basic knowledge** - basic understanding of this subject and still in learning phase
- 3: Limited experience** - experience from training and need help when performing
- 4: Practical application** - applied the knowledge practically and can perform the skill
- 5: Advanced** - can perform the skill and can teach others



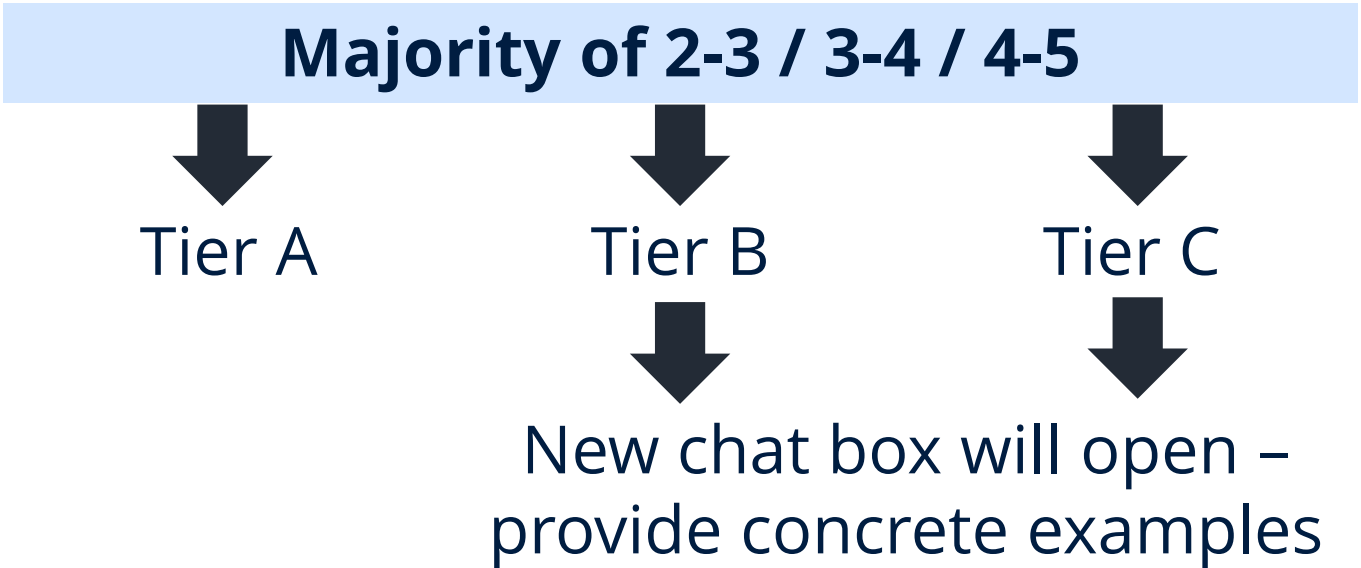
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Tier A: You have demonstrated knowledge of key concepts of HWTS

Tier B: You have implemented HWTS activities

Tier C: You have documented experience designing and evaluating HWTS activities

How do you fill it? E.g., HWTS



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Under Tier B, you can demonstrate that you have relevant experience which differentiates you from Tier A competency. Provide concrete examples in the text box (be brief but specific: when, where and what tasks you fulfilled and how)

Under Tier C, you can demonstrate that you have relevant field experience which differentiates you from Tier B competency. Provide concrete examples in the text box (be brief but specific: when, where and what tasks you fulfilled and how).