WE ARE HIRING

WASH SPECIALIST

Nagekeo District Based, Nusa Tenggara Timur

About Yayasan CARE Peduli (YCP)

Yayasan CARE Peduli (CARE Indonesia) is a humanitarian organization focused on disaster risk management, climate change adaptation and mitigation, biodiversity and environmental pollution, gender equality, and inclusion. CARE Indonesia is committed to overcoming poverty and creating social justice.

CARE Indonesia envisions a world filled with hope, cleanliness, inclusion, and social justice, where poverty is overcome, development is sustainable, and everyone lives safely and with dignity. CARE Indonesia aims to be a humanitarian and development actor that builds community resilience by alleviating poverty, realizing social justice, and ensuring a safe and clean environment.

Through a holistic resilience approach, CARE Indonesia programmes integrate economic, environmental and social dimensions, with gender equality and inclusion at the core, while aligning with national development priorities and the Sustainable Development Goals (SDGs).

Integrated Life-Saving Assistance and Early Recovery for Earthquake-Affected Communities in Nagekeo - is a humanitarian response and early recovery programme in Nagekeo Regency, East Nusa Tenggara. The programme combines emergency WASH, food assistance, Cash and Voucher Assistance (CVA), protection and psychosocial support, and community capacity strengthening.

The programme prioritizes life-saving assistance during the initial response period while supporting the restoration and rehabilitation of water systems, sanitation facilities, community-based management arrangements, and protection capacities required for early recovery. CARE Indonesia leads overall programme management and quality assurance. Palang Merah Indonesia (PMI) serves as the main implementing partner for WASH and supports selected protection and psychosocial activities; for administrative and contractual purposes, the engagement is processed through CARE's vendor mechanism.

Implementation is planned from 1 November 2026 to 31 May 2027, following a pre-implementation phase in October 2026 for technical water assessment, recruitment, field office preparation, and CARE-PMI readiness.

Project Brief

The WASH Specialist provides technical leadership, quality assurance and field supervision for all WASH components of NAGEKEO RISE. The role ensures that emergency water supply, water source rehabilitation, distribution systems, sanitation facilities and hygiene promotion are technically appropriate, safe, inclusive, cost-effective and aligned with humanitarian standards and the approved implementation plan.

The WASH Specialist reviews assessments, technical options, designs, specifications; provides technical oversight to PMI implementation; conducts field quality assurance, water quality and functionality checks; and supports commissioning, operation and maintenance arrangements, handover and sustainability. Technical options may include water treatment units, boreholes, rehabilitation of existing water sources, water storage, water trucking or a combination based on field assessment and feasibility.

SCOPE OF WORK

1. **WASH Assesment, Technical Planning and Design**
   - Review and validate water source and sanitation assessments, including source condition, water quantity and quality, existing systems, access, rehabilitation needs and community priorities.
   - Develop or review technical recommendations, designs, specifications, BoQs/RAB, material requirements and implementation sequencing.
   - Assess the technical suitability of water treatment units, boreholes, rehabilitation of existing sources, water storage, water trucking and/or combined options based on water quality, yield, accessibility, cost, implementation time, environmental considerations and sustainability.
   - Ensure proposed interventions are feasible and aligned with approved programme targets and field realities.

2. **Technical Oversight of Procurement**
   - Provide technical specifications and quality requirements for WASH materials, equipment, works and services to support procurement by PMI or other partners under the agreed implementation arrangement.
   - Review technical submissions, product specifications, equipment suitability and proposed construction materials before procurement or mobilization.
   - Ensure procurement packages reflect approved technical requirements, warranties, commissioning needs and relevant quality standards.
   - Advise the Program Manager on technical risks, substitutions or specification changes before approval.

3. **Emergency Water Supply and Water System Rehabilititation**
   - Provide technical oversight for installation and operation of water storage, water treatment, boreholes and/or water trucking as applicable.
   - Supervise rehabilitation of water sources and distribution systems in 10 priority villages, including inspection of workmanship and materials.
   - Ensure safe water supply systems are designed and operated with appropriate treatment, storage, distribution and water quality controls.
   - Verify that no construction, rehabilitation, drilling or installation begins before required technical review are completed.

4. **Sanitation and Hygiene Technical Support**
   - Provide technical oversight for construction or rehabilitation of 30 sanitation/toilet facilities at priority sites.
   - Ensure sanitation facilities provide adequate privacy, safety, handwashing, drainage and accessibility, and are gender-responsive and inclusive of children, older people and persons with disabilities.
   - Provide technical input to hygiene promotion content and link hygiene messaging with safe water storage, sanitation use, menstrual hygiene management and public health risks.
   - Support identification and correction of defects during construction and post-completion inspection.

5. **Quality Assurance, Testing and Commissioning**
   - Conduct regular field supervision, quality inspections and technical verification throughout construction, rehabilitation and installation.
   - Undertake or oversee water quality testing and interpret results to identify required corrective measures.
   - Verify functionality, safety and technical compliance before commissioning and handover.
   - Prepare and/or endorse technical completion, commissioning and acceptance documentation and ensure outstanding defects are resolved.

6. **Humanitarian Standards, Protection and Environmental Safeguards**
   - Ensure WASH interventions comply with the Core Humanitarian Standard (CHS), Humanitarian Principles, Sphere Standards, Do No Harm, CARE/YCP safeguarding and PSEA commitments, and relevant national/local technical requirements.
   - Apply Sphere WASH standards and indicators pragmatically according to context, documenting any justified deviations and mitigation measures.
   - Integrate gender, protection, disability inclusion, privacy, safety and meaningful community participation into WASH design and implementation.
   - Identify environmental and public health risks associated with water abstraction, drilling, wastewater, drainage, sludge and construction, and recommend proportionate mitigation measures.

7. **Community Management, O&M and Handover**
   - Support formation or strengthening of community-supported water and sanitation management arrangements in target locations, including meaningful participation of women.
   - Develop or review simple operation and maintenance guidance for relevant systems and facilities.
   - Orient community operators, village representatives and relevant users on routine operation, maintenance, fault reporting and escalation.
   - Support formal technical handover to responsible community and/or local authority structures.

8. **Monitoring, Reporting and Technical Learning**
   - Maintain accurate technical monitoring records, site inspection notes, quality checklists, test results and progress updates.
   - Provide technical inputs to programme monitoring, PDM, donor reporting, management review and risk tracking.
   - Immediately flag material quality, safety, design, water quality or implementation risks to the Program Manager and propose practical corrective actions.
   - Document technical lessons and recommendations for future emergency WASH and early recovery programming.

Requirements

1. **Education, experience and technical competencies**
   - Bachelor's degree in civil engineering, environmental engineering, water resources engineering, public health/environmental health or a closely related technical discipline.
   - Minimum 5 years of relevant professional experience in WASH, with substantial field experience in humanitarian response, emergency WASH and/or rehabilitation of water and sanitation systems.
   - Demonstrated experience in water source assessment, water supply systems, water treatment, boreholes/well drilling, distribution networks, water storage, sanitation and/or infrastructure rehabilitation.
   - Demonstrated ability to prepare or review technical designs, specifications, BoQs/RAB, material schedules and quality control documentation.
   - Practical knowledge of water quality monitoring, disinfection, functionality testing, commissioning, operation and maintenance.
   - Strong knowledge and practical understanding of the Core Humanitarian Standard (CHS), Humanitarian Principles, Sphere Standards - particularly Sphere WASH standards - and Do No Harm, as well as safeguarding, PSEA, gender equality and inclusion.
   - Experience supervising contractors, vendors and/or implementing partners and conducting field quality assurance.
   - Strong analytical, problem-solving, communication and report-writing skills in Bahasa Indonesia; working English is an advantage.
   - **Willingness to be based in Nagekeo and travel frequently to remote implementation sites**.

2. **Desirable**
   - Experience in earthquake response, emergency water supply and early recovery programming.
   - Experience working with PMI, local government or community-based WASH management structures.
   - Experience with groundwater development, borehole supervision and water treatment equipment procurement/commissioning.

3. **Personal attributes & competencies**
   - Strong leadership, interpersonal and communication skills, with the ability to build trusted relationships with internal and external stakeholders.
   - Professional integrity and the ability to represent YCP in a manner that protects programme quality and organizational reputation.
   - Cultural sensitivity, adaptability, and readiness to work respectfully with diverse communities and teams.
   - Strong planning, organization and time-management skills; ability to manage competing priorities and respond to changing humanitarian conditions.
   - Ability to work under pressure, take timely decisions, and maintain a practical, solution-oriented approach.
   - Strong written communication, analytical and reporting skills.
   - Commitment to YCP values of Integrity, Diversity, Equality, Excellence and Transformation; commitment to gender equality, social justice and Do No Harm.
   - Commitment to CARE/YCP Safeguarding Policy, including Protection From Sexual Harassment, Exploitation and Abuse, and Child Abuse.

HOW TO APPLY

YCP is an equal opportunity employer and we offer collegial working environment and competitive salary and benefits package.

Applicants are invited to send a cover letter illustrating their suitability for the above position, and detailed curriculum vitae, with names and addresses of 4 (four) referees/direct supervisor (including telephone and email address).

Please submit your applications with the subject *# WASH Specialist__(your name) #* to**:**
ycp_recruitment@careind.or.id at the latest by 4/12/2026 at 23:59 PM.

**All applications will be treated confidentially. Only shortlisted candidates will be notified and invited for interview.*

**We do not provide correspondence related to this recruitment and do not provide notification of application/CV received.*

Thanks for your interest in CARE! We are committed to each other and to the protection of the people we serve. We do not tolerate sexual misconduct within or external to our organization and imbed child protection in all we do.

Protection from sexual harassment, exploitation and abuse and child protection are fundamental to our relationships, including employment, and our recruitment practices are designed to ensure we only recruit people who are suitable to work with other staff and the people we serve.

As well as pre-employment checks, we will use the recruitment and reference process to ensure potential new staff understand and are aligned with these expectations.