



Terms of Reference: WASH Behaviour Change Consultant

WaterAid Timor-Leste

Services

WaterAid Australia is seeking an experienced behaviour change expert to complete a 20-day consultancy, including a desk review of behaviour change campaigns related to WASH in Timor-Leste and development of tools and materials to drive behaviour change in rural communities in Timor-Leste.

Background

Through the Australian Aid Program's Water for Women Fund, WaterAid in Timor-Leste are implementing *Beyond inclusion: Realising gender transformational change and sustainable WASH systems*. This project is supporting the government towards the achievement of Hygienic Status in Likisa and Manufahi. Hygienic Status, as defined in the National Basic Sanitation Policy, requires maintaining open defecation free status, as well as an improved toilet at each household, hand washing with soap, WASH in schools and healthcare facilities, and infant faeces management. There are many behaviours that are important to achieving and sustaining these Hygienic Status, and there have been behaviour change campaigns on some of these in different parts of the country, by NGOs and/or government.

WaterAid intends to support government and sector stakeholders to access materials and approaches from successful behaviour change campaigns and integrate these into relevant plans for ongoing deployment. Where there are no existing successful behaviour change materials available for a key behaviour required to achieve hygienic status, WaterAid intends to meet this gap. Therefore, WaterAid is commissioning a consultant to complete a desk review of existing approaches and campaigns in Timor-Leste to guide our support to government and decision making on identifying behaviour/s to target with new initiatives. The consultant will also then travel to Timor-Leste to work with the team to develop the new approach/campaign.

Outputs

1. Desk review on successes and challenges of behaviour change campaigns in Timor-Leste over the past 7 years
2. Design of behaviour change tools and approach for selected behaviour/s, drawing on support of the WaterAid Timor-Leste team

Activities

1. Detailed methodology (1.5 days) - With support from the WaterAid team, the consultant will lead the development of a detailed methodology for the desk review, including interviews where documentation is unavailable.
2. Desk based review (5 days) – the desk review has two main purposes:
 - i. Identify successful campaigns and approaches for behaviour change in Timor-Leste, especially on key behaviours including:
 - Hygiene promotion at community level with focus of handwashing with soap and the use of latrine. This includes handwashing practice in challenging situations, including water scarce environments.
 - Handwashing with soap at school and healthcare facility
 - Municipality-wide and inter-sectoral approaches where WASH is a key element, like nutrition, school feeding, etc.
 - Menstrual hygiene management
 - Infant faeces management
 - ii. Identifying factors contributing to success of behaviour change initiatives in Timor-Leste and making recommendations for WaterAid Timor-Leste and partners to consider in future behaviour change initiatives, as well as any existing initiatives that could be improved with achievable changes.
3. Detailed methodology for behaviour change initiative development within WaterAid ABCDE approach (1.5 days)
4. Development of initiative – (12 days) In-country and desk-based support to WaterAid Timor-Leste team to develop/improve behaviour change initiative for the selected behaviour/s

Selection Criteria

Essential	
Education	1. Post-graduate qualification in relevant field (Public Health, Behavioural Economics, Education, Community Development, Social Psychology etc).
Experience	2. At least 10 years' experience and demonstrated knowledge on current trends related to Behaviour change, especially behaviours associated with Water, Sanitation and Hygiene 3. Experience in formative research for behaviour change 4. Experience in designing behaviour change tools based on formative research

Knowledge and skills	<ul style="list-style-type: none"> 5. Thorough understanding of behaviour change models and experience with barrier analysis, conducting behavioural research, applied cognitive psychology, applied behavioural analysis and habit formation frameworks 6. Highly collaborative and an ability to work effectively with a range of people, organisations and cultures and at all levels in an empowering way 7. Sound knowledge of, and proven commitment to achieving outcomes with a focus on equality, inclusion and rights. 8. Extensive training in human-centred design with experience developing user-centred interventions from concept to prototyping 9. Excellent written and spoken English and highly developed communication skills.
Personal qualities	<ul style="list-style-type: none"> 10. A commitment to gender transformative, inclusive and rights-based approaches. 11. A commitment to child safeguarding. 12. A commitment to WaterAid's values and approach.

WaterAid is a child safe organisation. We recognise that we must meet community expectations and the trust placed in our personnel to maintain the highest standards of conduct with children. Therefore, all positions within WaterAid are required to comply with our Child Safeguarding Policy and Code of Conduct.

WaterAid is committed to protection from sexual exploitation and abuse in everything we do. The values and standards we uphold are highlighted in our Global Code of Conduct. The consultant will be required to comply with our Global Code of Conduct.

To Apply:

Please submit an application to recruitment@wateraid.org.au by 30 September 2019

Applications for this position must include a resume (2 pages) and a cover letter (2 pages maximum) addressing the above selection criteria and required activities.

Please note that only shortlisted candidates will be contacted.

Further Information

For further information please contact meredith.hickman@wateraid.org.au