

## Hygiene Promotion Specialist – French Red Cross Emergency Operations - Vanuatu

**Region:** South Pacific

**Country:** Vanuatu

**Department:** Headquarters – Expatriates

**Full-time, short-term contract**

**Publication date:** June 15<sup>th</sup> 2015

**End of publication:** June 30<sup>th</sup> 2015

**Period:** 3 months (from the beginning of September)

Vanuatu is a Melanesian archipelago of South Pacific located between the Solomon Islands and New Caledonia. Vanuatu's population is about 250 000 inhabitants. There are 81 islands in Vanuatu (including 5 volcanos currently in activity). Its location on the Pacific "ring of fire" gives it exposure to frequent seismological hazards such as volcanic eruption, earthquake and tsunami. It is also located in the tropical cyclone belt and is frequently hit by cyclones with extreme winds and rainfall events causing extensive damage to human settlements and crops. According to the UN University World Risk Report (2012) Vanuatu has the highest disaster risk index of any country in the world. The risk breakdown shows that this result is obtained especially because of a combination of Vanuatu's high exposure and extreme vulnerability.

### **Humanitarian issues faced by the population**

- *Isolated population, vulnerable to natural hazards and climate change*

People living on the islands of the South Pacific are particularly vulnerable to natural disasters. The geographical dispersion of the islands, the lack of information on natural hazards (non-existent or unreliable warning systems), the lack of access to basic disaster response materials, and the difficulties in logistical supply are the major problems in this context. In addition, the Pacific is also one of the most vulnerable regions to the risks of disasters due to climate change. This is the case for several low-lying coral islands. In the international scientific community, it is generally accepted that these small islands have characteristics that make them particularly vulnerable to the effects of climate change, rising sea levels and extreme weather events. Among other things, it is expected that the various manifestations of climate change have impacts on infrastructures, human settlements and coastal resources, biodiversity and aquatic, as well as on land and on water resources for many islands.

- *Logistical challenges*

Geographical fragmentation, the lack of reliable communication networks (few regular flights, to travel by boat is complicated, transportation means are expensive, the phone network is unreliable, etc) and the difficulty to have access to basic necessities in general constitute major logistical challenges to deal with in such a context.

- *Climate change*

In addition of being vulnerable to climate change because of El Niño and la Niña, Vanuatu has to deal more generally with all the challenges related to climate change. The international scientific community agrees to say that low-lying coral islands present special characteristics that make them highly vulnerable to climate change, to the rise in sea levels, and to extreme meteorological events.

It is expected among other things that climate change will have an impact on infrastructures, human settlements, coastal resources, biodiversity and water resources. Because these islands are isolated,

they are more vulnerable to this phenomenon. Moreover, members of the communities often do not make any difference between climatic, geological and meteorological phenomena.

### **FRC (French Red Cross) past activities in the country**

- *2007-2010 : Creation of the FRC Vanuatu delegation*

The FRC opened a delegation in Vanuatu in June 2007, which was composed of a Head of Delegation and an Administrative Assistant both based in Port-Vila on Efate Island. The main objective was to reinforce the VRCS' capacities and to help them develop their activities as well as keeping a permanent watch on humanitarian issues. This delegation for instance supported the emergency response organized by the PIROPS in the Solomon Islands. This intervention led the FRC to later implement a project there financed by ECHO.

- *2010-2015: Development of the projects*

In 2009, at the end of the year, an evaluation was conducted in Vanuatu and in the Solomon Islands and a project proposal on how to improve populations' DRR capacities was submitted to ECHO (DIPECHO), who accepted it. Entitled "Together Becoming Resilient! (TBR)", this project started in 2010 and ended in June 2011 in both countries. The objective of the second phase from June 2011 until December 2012 was to set up community activities to reduce the risk of a disaster, using a participatory approach. This approach is now the one systematically used by the Red Cross Red Crescent Movement (VCA, CBDP, CBFA, etc). This phase aimed at consolidating the activities which had already been put in place in the frame of the project TBR1 and at setting up the activities in other communities. The third phase (TBR3) started in May 2013 and the objective for the FRC is to leave the communities in which she has been working for 3 years, developing innovative initiatives based on the CBDRR methodology. This phase ended on the 31st of July 2014. A new phase was launched in August 2014 and will last until January 2016 in 8 communities in Malekula and will continue in Torba province until 31 December 2016.

Thanks to the project TBR2, 25 targeted communities developed action plans to mitigate the impacts of disasters. Some of these activities could not be implemented without any support, this is why some of the communities asked for financial and technical support from the FRC. Two proposals, one for each country, were submitted and accepted by OFDA in July 2012. These projects "Supporting Community Planning (SCP)" aim at improving access to water, at diversifying communication means for isolated communities by setting up HF radios and at reinforcing the evacuation centers. The project which was initially planned to end in December 2013 lasted until February 2014 in Vanuatu. Some watSan activities were co-funded by the private company UNELCO in this country. The second phase, SCP2, started in September 2013 and is supposed to last until April 2015. It aims at diversifying water supplies and at promoting good hygiene practices in targeted communities. A new 3-year phase will start in July 2015 with a DRR component. This new project will be implemented in Malampa and Torba provinces.

- *March 2015 : PAM cyclone emergency and recovery*

Beyond the programs developed for over 5 years, the FRC alongside with the VRCS responded in March 2015 to the needs of the people of Vanuatu affected by the Category 5 cyclone PAM .The response of the FRC/Vanuatu Red Cross Society (VRCS) was mainly concentrated on Tanna and North Efate (in Mele and in the NE of Efate).

The emergency phase, which is coming to an end (30 June 2015), will be followed by a recovery phase of 20 months where we plan to develop risk reduction and mitigation actions focused on water and sanitation.

Almost all of the projects developed in Vanuatu (except DRR projects) have a hygiene promotion component, hence the need to strengthen our strategy and improve our tools in conjunction with the VRCS department of health and to take into account existing production at the national level.

## **Work Context**

Although located in the Pacific, in an idyllic and peaceful environment, the Vanuatu delegation does not offer ideal working conditions which might be expected. On one hand, the entire FRC team is based in Port-Vila on the island of Efate, while the activities are implemented in other Provinces (Tafea, and Malampa) in isolated communities with which communication is an issue with a limited mobile phone network. Operations monitoring and implementation with communities is not easy. The field trips must be scheduled and require occasional prolonged absences from the central office. Targeted communities are small and hardly offer any service (even small businesses), which reinforces the isolation and sometimes discomfort during these trips.

In addition, Vanuatu is based on a tribal organization and customary law, which sometimes lead to conflicts at the local level (particularly in relation to land ownership) that can be complicated for delegates to understand.

The pace of work sometimes in the Pacific is also particular. "Stress" is not really accepted in this context, there is often a detachment or demotivation of the teams as soon as the workload becomes too important or the expectations are too high. This results in a very high turnover of staff throughout the project. It is therefore imperative to find a balance between the objectives of the project on time and the pace of work of the peaceful environment while supporting local teams daily. The activities are implemented in close cooperation with the VRCS.

## **The PHAST approach**

PHAST is a participatory approach that has been developed in the early 90's in Africa to tackle WASH issues by strongly involving the communities in the identification and analysis of the problems they face and by empowering them to identify and implement solutions.

The use of the PHAST methodology supports the success and sustainability of the project by increasing hygiene awareness within communities. Targeted communities through this process are able to examine existing hygiene behavior and understand how transmission of diseases takes place and how they can prevent them at the household level. The communities are given the opportunity to evaluate current behavior and facilities and to decide which appropriate sanitation and hygiene improvements they wish to undertake.

## **FRC activities today**

The delegation is based in Port-Vila, capital of Vanuatu, on the island of Efate. The Vanuatu delegation was recently reorganized because of the division in September 2013 of a single delegation comprising the Solomon Islands and Vanuatu, which was under the responsibility of a single Head of Delegation.

The Delegation of Vanuatu is currently composed of a Head of Delegation, an Emergency Coordinator, a Wash officer and a Project Support Delegate until end of June.

After 1<sup>st</sup> of July, the Delegation of Vanuatu will be composed of a Head of Delegation, four Heads of project (2 DRR and 2 WASH), an Administrative Coordinator, a Logistics Coordinator and this position.

## **4 projects are currently underway:**

- A disaster risk reduction project (TBR4 – Together Becoming Resilient)
- A disaster risk reduction project (TBR5 – Together Becoming Resilient)

- A project on disasters' impact mitigation (SCP3 – Supporting Community Planning) to start in July 2015
- An Emergency project focusing WASH and Shelter.
- A recovery project focusing on WASH and shelter

## THE POSITION

Improvement of knowledge and hygiene behaviors is a key component to ensure the success of Water and Sanitation and Basic Health programs. Participative approaches are now recognized as the best method to obtain real and sustainable behavior changes. In the framework of the three programs, the Participative Hygiene and Sanitation Transformation method (PHAST), a step-by-step participative method focusing on water-related diseases prevention, was selected as a guiding approach. To implement activities at community/village level, a network of PHAST facilitators would be developed at provincial and island level.

PHAST implementation requires a comprehensive and integrated approach from initial PHAST/IEC material development to final monitoring and evaluation, the main scope being the multistage training (introduction workshop, facilitators, ToT).

This position is opened in the frame of the SCP3 project and recovery project. This position will be transversal for the mission and will support for a short term the development of Hygiene Promotion and the methodology for implementation of Hygiene Promotion activities.

### Objectives of the Position:

In line with and applying the principles of the RC / RC Movement (Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality), the FRC Hygiene Promotion Specialist objectives are:

- **To ensure the development of a Hygiene Promotion strategy for the VRCS in collaboration with VRCS Health Coordinator and in coordination with FRC WASH Regional Delegate and IFRC WASH regional delegate;**
- **To develop a Hygiene Promotion methodology based on PHAST (shorter and lighter PHAST);**
- **To develop training of trainers on Hygiene Promotion methodology;**
- **To launch development of IEC tools for Hygiene Promotion methodology;**
- **To contribute to strengthening the capacities of the VRCS for WASH:** meaning work in close collaboration with Health Department and other stakeholders working on Hygiene Promotion (e.g. Live and Learn who has already developed tools adapted for Vanuatu).

## TASKS AND RESPONSIBILITIES

These are the Duties and Accountabilities applicable to the Hygiene Promotion Specialist in Vanuatu:

■ Hygiene Promotion strategy development following reviews of past projects (FRC, AusRC, IFRC experience in the region), collection of tools and IEC already produced at mission level and discussion with stakeholders

■ Introduction workshop at the Headquarters level for VRCS stakeholders  
Purpose: Presentation of PHAST approach with existing materials

■ PHAST adaptation<sup>1</sup>/PHAST-fitted and Target group-adapted IEC materials development/Action plan  
Purpose: Review and adapt PHAST methodology to the local context. Development of innovative materials for PHAST activities adapted to the Vanuatu context. Develop a facilitator's manual. Develop a detailed and comprehensive PHAST action plan which would ensure the promotion of community participation and good hygiene behaviours.

■ Facilitator Training at province level (1st step of the multistage training)

Purpose: Provide a PHAST-facilitator training to VRCS members from HQ and province levels. Support facilitators during initial field activities.

## EXPECTED OUTCOMES

Hygiene Promotion strategy: Draft document provided

Presentation document about PHAST approach in the context of Pacific and more especially of Vanuatu.

PHAST adaptation/PHAST-fitted and Target Group-adapted IEC materials development/Action plan

- Original PHAST approach 7-steps and "Vanuatu" PHAST version are reviewed according to the specific context of targeted population.
- Prevailing IEC materials produced by either Vanuatu national institutions, Red Cross Movement, INGO or UNO are reviewed.
- Innovative and appropriate IEC materials are developed (if needed). They should be adapted to Vanuatu population and should fit within the PHAST approach (one set of IEC materials for each activity).
- An effective and detailed "PHAST Hygiene Behaviours Changes Action Plan", is developed. It would also constitute the facilitators manual/guidelines. For each activity, the followings should be specified clearly:
  - Purpose and objective of the activity
  - Timing and organization (when it should be done, who will be doing it, whom it is addressed to, how many persons to participate, by group? how often, etc.)
  - The materials needed (furniture, IEC material)
  - The content and course of the activity: "What to do"
  - The methodology: "How to do"
  - The expected outcome

The PHAST contents (activities and manual for facilitator) and IEC materials will be developed with the aims:

- o to lighten the overall approach: less activities more focus on the hygiene burning issues (Hand washing, latrine uses, water and food protection)
- o to revise the IEC materials (mostly pictures) to ensure they are adapted to the local context and key targeted hygiene behaviors.
- o To better mainstream gender issues into WASH promotion activities and to ensure gender equality is appropriately included all along the BCC.

Facilitator Training at province level (1st step of the multistage training)

The Facilitator's training will be performed in Port Vila Province (VRCS members at island + HQ). This training should include:

- A theoretical part: Present the necessary knowledge required to implement PHAST: microbe theory, disease transmission routes and barriers, main water-related diseases...
- A practical part: Improve the trainees facilitating skills (community mobilization and participation, observation and listening, orienting a discussion) and train them to PHAST implementation (step by step approach, field activities with communities, M&E).

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<sup>1</sup> This methodology should include soap availability at community level (development of soap production in parallel). Soap will be produce locally.

## **LINE MANAGEMENT**

### **Hierarchical Link:**

- Works under the direct responsibility of the Head of Delegation in Vanuatu based in Port-Vila.

### **Functional Link:**

- Works closely with the VRCS Health Coordinator;
- Works with the FRC Regional WatSan Delegate based in Laos who validates the technical aspects of the interventions;
- Works in coordination with the Admin/Fin and Logistics Coordinator for the accounting and financial reporting and the procurement process' monitoring;
- Works with all Red Cross, government and non-government partners' delegates in Vanuatu working on WASH activities.

## **OTHER TASKS**

The FRC WASH officer is also responsible for:

- Filling and sending reports on a weekly basis to the FRC Head of Delegation;
- Writing a final report at the end of the mission;
- Complying with FRC procedures and rules (administrative, financial, management and logistical rules);
- Complying with all the procedures and safety instructions given by the Head of Delegation;
- Behaving in such a way as to communicate FRC values within the scope of his professional activities.

## **LANGUAGE PROFICIENCY:**

English: Full professional proficiency

French: Native or bilingual proficiency

## **SKILLS:**

- Self-supporting in computers (Windows, spreadsheets, Word, Excel);
- Valid international driving license;
- Skills in training and managing staff;
- Excellent skills in working in close collaboration with other agencies and organizations.

## **EXPERIENCE:**

This position requires extensive experience in project management, cross-cultural management leadership, communication, planning, reporting, networking, supervision.

A high degree of competence in teamwork; knowledge of the International Red Cross and Red Crescent Movement; sense of integrity, flexibility, adaptability and resilience constitute core competencies for this position.

- Master's degree in public health, social sciences, communications or a related field
- Minimum four years of experience in international development either as a technical advisor or program manager in the field of behavior change communication, social marketing and/or WASH (preferably in Pacific)
- Trained and proficiency in Participatory Hygiene and Sanitation Transformation (PHAST)
- English: good oral and written communication skills, including representation and liaison skills
- Excellent communication, interpersonal, networking and negotiation skills, especially in a cross-cultural context and as a team player
- Knowledge of the RC Movement coordination mechanisms.
- Computer literacy (Word, Excel, Power Point)
- Experience in the Pacific context would be an advantage

## **EDUCATION:**

Master's degree in public health, social sciences, communications or a related field.

**STARTING DATE: September 1, 2015**