

Research Associate in Sanitation and Water

Job Ref: REQ16609

Job description

Grade: Specialist and Supporting Academic (research) 6

Job Purpose:

To undertake project assessments and research work on both the 'South Asia WASH Results' (SAWR) project and the 'Livelihoods from Enhanced water Access for the Poor in Slums' (LEAPS) project, working closely with other members of WEDC and programme partners. In addition, carry out other suitable funded research and WEDC tasks commensurate with skills and abilities.

Project summary for the SAWR project

Loughborough University has a contract from 2014 to 2018 with Plan International UK (Plan) for the Water, Engineering and Development Centre (WEDC) to continue to provide technical advice and support on monitoring, learning and sustainability assessment inputs for the South Asia WASH (water, sanitation and hygiene) Results Programme (SAWRP). The programme is operating in Pakistan and Bangladesh. SAWRP is part of the DfID WASH Results Programme and represents one of the first 100% Payment by Results (PbR) contracts awarded by DfID.

The programme is being implemented through a Consortium led by Plan, in collaboration with WaterAid, Unilever, Water and Sanitation for the Urban Poor (WSUP) and Ipsos MORI. The programme is independently verified by a third party; ePACT representing DFID. The programme is now into its second phase (2016 – 2018) which focuses specifically on the sustainability of the programme interventions.

Job Purpose for the SAWR project

To work on the following tasks with the support of other members of the WEDC project team and programme partners:

- Evaluate the WASH programmes in both countries, in terms of mid-term and end-line outcome surveys, including review of survey results and implications for the programme, in conjunction with others.
- Manage the sustainability assessment process across the programme, providing in country support to assessment teams and technical advice on implementing assessment recommendations into the programme. The assessments include; institutional and financial, environmental, equity and inclusion, as well as water and sanitation technical functionality.
- Advise Plan UK and partners on general monitoring, evaluation, quality assurance (QA), questionnaire design and project reporting that meets requirements for this Payment by Results' project. Provide guidance material and conduct literature reviews as required.
- Manage the implementation of the programmatic learning framework across the programme, supporting partner's individual efforts to develop learning as well as completing empirical research on key themes in a PbR context.
- Reviews of project processes and results, as well as synthesis of project lessons, in order to contribute to DFID's proposed outcome of 'better evidence-based WASH policy and programming.

- Preparation of academic journal and conference papers for publication in collaboration with project partners.

About 80% of the post-holders' time is envisaged to be spent on the SAWR project.

Project summary for the REACH Catalyst (LEAP) project

The overall aim of Livelihoods from Enhanced water Access for the Poor in Slums (LEAPS) action research project is to holistically improve water security for the urban poor, by supporting poor and vulnerable households in slums currently receiving basic water services to exploit these services for productive uses of water, and improve their household incomes. This project is to be funded by the DFID REACH research fund managed by Oxford University. The Multiple Water Use Services (MUS) approach has successfully been applied to improve livelihoods for rural and peri-urban communities. Using Kampala's (Uganda) slum areas as a case study, LEAPS will work with other organisations to develop a MUS framework for improving incomes for poor and vulnerable households in slums.

Job Purpose for LEAPS project

To undertake work with other members of the WEDC project team and programme partners, on the development of the detailed research design related to the Multiple Water Use Services (MUS) approach, data collection, data analysis and writing up of the research findings.

Job Duties and Responsibilities

To undertake work with other members of the WEDC project team and programme partners, on the following:

- Development of the detailed research design
- Undertake limited literature and document reviews.
- Working with project partners to implement the MUS framework
- Participate in project e-mail and Skype discussions, as well as meetings with project partners
- Undertake project field visits after agreeing the focus for those visits
- Participate in workshops or project meetings, providing presentations as required.
- Support data collection and analysis
- Develop and support capacity building activities for local stakeholders in Uganda
- Draft and revise outputs with others.
- Writing up research findings with others
- Contribute to the drafting of conference or academic journals
- The post holder should be prepared to also work on other WEDC tasks commensurate with skills and abilities as may reasonably be required.

Points to Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

Line management will be the responsibility of Kevin Sansom a lecturer in WEDC, who will also supervise the SAWR project work.

Person Specification

The appointment is based on an ability to meet the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Post-graduate research experience in an academic environment related to Water, Sanitation and Health in Developing Countries	1
	Work on development projects or related research in developing countries, together with local stakeholders	1, 2, 3
	Evidence of recent publications in journals or conferences	1
Skills and abilities	Excellent analytical and research skills	1, 2, 3
	Ability to present work at project meetings and external conferences	2, 3
	Excellent interpersonal, communication and report writing skills	2, 3
	Self-motivated with ability to meet deadlines	1, 2, 3
	Ability to work independently and as part of a team	1, 2, 3
	Relevant IT skills	1, 2, 3
Training	Willingness to undertake further training as appropriate and to adopt new procedures as and when required	3
Qualifications	A good honours degree in Engineering or related discipline and a Masters degree in a related discipline	1
Other	Willingness to travel and work in Pakistan, Bangladesh and Uganda	1, 3
	Evidence of a good working knowledge of equal opportunities and understanding of diversity in the workplace	3

Desirable Criteria

Area	Criteria	Stage
Experience	Writing reports and academic publications	1, 3
	Experience of preparing written material for different audiences	1, 2, 3
	Track record of working in a project team on a collaborative project	1, 2, 3
Skills and abilities	Knowledge of project monitoring, evaluation and sustainability issues related to Water, Sanitation and Health in Developing Countries	1, 2, 3
Qualifications	PhD related to Water, Sanitation and Health in Developing Countries	1

Conditions of Service

The position is full time and fixed term for a period of **18 months**, which could be extended when further project work is formally agreed (this is not guaranteed). Salary will be on Specialist and Supporting Academic Research grade 6 (£28,982 - £30,738 per annum) starting salary to be confirmed on offer of appointment.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff/Operational and Administrative staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

Informal Enquiries

Informal enquiries should be made to Kevin Sansom, Lecturer at WEDC, by email at K.R.Sansom@lboro.ac.uk, or by telephone on 0044 1509 222885 or 222617.

Applications

The closing date for receipt of applications is **13 October 2016**.