Cash-Based Programming Specialists

General description

Cash-Based Programming Specialists are deployed to support the assessment, design, set-up, implementation, monitoring, and reporting of high quality, timely and accountable cash-based programming on behalf of IDPs or refugees, and their host communities. Leading or supporting inter-agency coordination of cash-based interventions may also represent a core function.

Required cash-based programming specialist support may be multi-purpose and basic needs-oriented, or sector-specific. It will be based on robust modality selection (across cash, vouchers and cash for work – alone, or in combination with other assistance modalities such as in-kind assistance, service provision or infrastructure); grounded in targeted humanitarian market assessment and analysis; and delivered through the most appropriate transfer mechanisms and payment systems depending on the context.

Within the Cash-Based Programming Specialists job cluster, three specific profiles are identified and sought:

- **Cash-Based Programming Technical Specialist**
- **Cash-Based Programming Coordinator**
- **Cash-Based Programming Operations Specialist**

A number of core competences – supported/evidenced and demonstrated by a candidate's relevant experience – are required across the three profiles; in addition are certain required competences specific to each individual role.

Cash-Based Programming Specialists will primarily, but not exclusively, be deployed to UNHCR, WFP, OCHA & FAO.

Core competences

1. **Cash concepts and definitions** - Guiding principles and key terms relating to cash- and markets-based programming - Core CTP modalities; and key types of CTP transfer mechanisms - Knowledge and experience in both multi-purpose and sector-specific cash-based programming	2. **Tools and guidance** Practitioner knowledge of the latest and most relevant cash- and markets-based programming technical tools, guidance, and evidence-based initiatives
3. **Assessment** - Beneficiary needs assessment - Market assessment - Delivery mechanisms/payment systems assessments - Financial service provider assessment - Risk assessment	4. **Response analysis and programme design** - Cash feasibility analysis - Modality and mechanism selection - MEB and transfer value(s) - Needs and vulnerability targeting - Integration with social safety nets

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5. **Set-up and implementation** • Programme set-up • Beneficiary communication • Service provider contracting • Beneficiary registration • Distribution and encashment	6. **Monitoring & accountability** • Cash programme monitoring (process, output, outcome) • Market monitoring • Feedback and accountability mechanisms: set up and implementation
7. Training and capacity building	

Specific competences

Cash-Based Programming Technical Specialist	Cash-Based Programming Coordinator	Cash-Based Programming Operations Specialist
Proposal writing	Cash coordination (inter-agency)	Data Collection & Analysis
Cash-based programme management	Cash strategy	Information Management & Data Protection
Cash strategy	Cash advocacy & representation	Financial services and payment systems
Cash advocacy & representation		Cash preparedness
Sectoral technical specialism in one or more of: food security; livelihoods; WASH; shelter		

Required qualifications

- Professional technical experience evidencing and demonstrating the above-mentioned core competences
- A minimum of 3 years international humanitarian field experience, with a focus on cash-based programming
- Relevant educational background and knowledge of the international humanitarian system in general, and specifically of the UN
- Knowledge and understanding of the complexity related to refugee and IDP situations
- Proficiency in one (preferable two) UN languages. English is obligatory, while French or Arabic are an advantage.