

Technical Competency Framework for Nutrition in Emergencies Practitioners

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Competency area	Level 1 Behaviours	Level 2 Behaviours	Level 3 Behaviours
Humanitarian system & standards	Demonstrates awareness of relevant Sphere or organisation specific standards and indicators	Implements programmes in line with humanitarian standards Able to describe responsibilities of different organisations within the humanitarian response	Designs programme strategies that are coherent with humanitarian standards
Co-ordination	Identifies relevant local stakeholders for inclusion in nutrition programme activities Assists in compiling nutrition activity inputs for proposals Attends and actively participates in all relevant meetings Effectively communicates with relevant stakeholders	Manages the implementation of programmes, drawing upon lessons learned Works with staff to design programmes with long term transition in mind Disseminates information to all relevant stakeholders on a timely basis Develops good relations with other nutrition actors and other sectors	Initiates contacts and effectively communicates with all relevant local, national, and global stakeholders, Ensures integration, coordination, and harmonisation of tools with stakeholders Works effectively with stakeholders on development of strategies and proposals
Measuring Malnutrition: Rapid Assessments	Demonstrates ability to participate in rapid assessments of the nutritional situation	Organises assessment teams and ensures adherence to guidelines Conducts rapid assessments in line with guidelines and protocols	Plans, organises, and leads nutritional assessments Provides technical support to teams where needed
Measuring Malnutrition: Surveys	Collects good quality data (anthropometric and non-anthropometric) Uses both quantitative and qualitative methods Conducts data entry using statistical packages Correctly understands and uses growth charts Obtains secondary data and identifies gaps	Assesses all available information to select appropriate survey design for context Trains teams to use quantitative and qualitative methods and triangulates data Supervises surveys and ensures data quality Conducts full situation and causal analyses Uses appropriate conceptual frameworks for analysis	Develops context specific strategies for measuring malnutrition Provides technical leadership and support to the survey teams Co-ordinates and manages nutrition survey activities Collates, analyses, interprets and disseminates nutrition information

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		Conducts data analysis using statistical packages	
		Demonstrates understanding of different survey designs and when to use them	
Health and Disease Assessment: The Link with Nutrition	Demonstrates awareness of nutrition/disease interactions	Ensures nutrition/disease relationship is considered in all nutrition programmes	Actively engages with health sector
	Implements appropriate measures to reduce risk of communicable diseases transmission	Initiates and conducts health assessments where appropriate	Designs appropriate interventions accounting for disease status of target population (e.g. HIV/AIDS, Malaria)
Food Security and Livelihoods Assessment	Demonstrates ability to participate in food security assessments	Demonstrates understanding of livelihoods and household economy analysis methods	Initiates food security and livelihoods assessments where appropriate
	Demonstrates understanding of the role of food security in preventative interventions	Correctly uses livelihoods framework in causal analysis	Actively integrates nutrition and food security sector activities
		Ensures good communication links with food security staff	
		Demonstrates familiarity with Integrated Phase Classification	
Surveillance and Early Warning	Correctly collects and records the different types of data required for the surveillance system	Conducts appropriate trend analysis	Designs, implements, and follows up surveillance and early warning programmes
		Understands the importance of non-anthropometric data	Provides guidance on use of indicators for monitoring
		Sources both primary and secondary data	
Design and Implementation of Nutrition Programmes	Effectively implements nutrition programmes under guidance of programme manager	Contributes to development of project proposals	Develops new project proposals building on lessons learned from previous programme experiences
	Demonstrates awareness of programme objectives	Manages nutrition programmes in line with humanitarian standards and documents any deviations	Oversees design and implementation of nutrition programmes ensuring all are in line with humanitarian standards, and documents any deviations
	Demonstrates awareness of both preventative and curative interventions	Uses all relevant data/information to design programmes	Analyses nutrition programmes on an on-going basis and proposes and implements
		Adapts programmes to local contexts	

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		Monitors programme performance	improvements
		Assesses local capacity and ensures programmes integrated into existing health systems where appropriate	Designs programmes with awareness of long term transitions
		Ensures projects are implemented in accordance with set timeframes	Ensures other programmes and sectors are considered when designing the programme
General Food Distribution and Cash/Voucher Programmes	Demonstrates ability to participate in general food distributions (GFD)and/or cash/voucher distributions Demonstrates awareness of potential challenges and necessary precautions	Plans and manages GFD or cash/voucher distributions Calculates nutritional content of rations and suggests suitable alterations where necessary Conducts market analysis	Demonstrates awareness of different food assistance strategies and reasons for choosing them Designs appropriate food assistance programmes
Blanket Supplementary Feeding	Demonstrates ability to participate in blanket SFP (BSFP)	Plans and manages BSFP	Designs appropriate programmes and strategies to prevent malnutrition
Management of Moderate and Severe Acute Malnutrition	Demonstrates ability to participate in active screening for targeted groups Applies standard assessment tools Executes monitoring activities for CMAM Adheres to protocols for in/outpatient treatment Delivers appropriate nutrition messages to carers/mothers at OTP/TSFP sites	Maintains and supports CMAM programme activities (TSFP/OTP/SC) Integrates CMAM into existing health systems where appropriate Provides leadership on CMAM approaches Provides technical assistance and support to all levels Ensures all staff adhere to protocols Maintains and shares programme monitoring database	Assesses suitability for integration of CMAM programmes into health systems where appropriate Develops implementation strategy and effectively manages the implementation of CMAM programmes Designs and Implements CMAM monitoring tools Provides technical assistance to programme managers and government departments Facilitates the development and scheduling of outreach activities Conducts regular field visits

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Micronutrient deficiencies	<p>Correctly identifies micronutrient deficiencies from clinical signs</p> <p>Appropriately treats deficiencies or refers to appropriate health staff</p> <p>Demonstrates awareness of possible interventions for preventing micronutrient malnutrition including supplementation, fortification, and diet diversification</p>	<p>Builds micronutrient deficiency assessments into surveys when appropriate</p> <p>Proposes suitable interventions to prevent deficiencies</p> <p>Conducts nutritional analysis of food assistance to determine whether all micronutrient needs are met</p>	<p>Designs interventions to treat and prevent micronutrient deficiencies</p> <p>Provides technical support to staff when necessary</p>
Infant and Young Child Feeding in Emergencies (IYCF-E)	<p>Demonstrates understanding of Operational Guidance on IYCF-E.</p> <p>Provides support for breastfeeding</p> <p>Takes appropriate measures to minimise risks of artificial feeding</p>	<p>Provides technical guidance to teams</p> <p>Ensures all staff adhere to criteria set out in the Operational Guidance on IYCF-E.</p>	<p>Ensures all actions of staff are contributing to supporting breastfeeding and minimising risks of artificial feeding</p> <p>Ensures logisticians are aware that they should adhere to the guidelines on distribution and use of breastmilk substitutes and other milk products.</p>
Behavioural Change Communication (BCC)	<p>Performs BCC sessions with beneficiaries</p>	<p>Oversees behavioural change communication activities</p>	<p>Designs and implements behavioural change communication programmes</p>
Emergency Preparedness	<p>Conducts activities outlined in emergency preparedness plan</p> <p>Involves communities in preparedness activities</p> <p>Demonstrates understanding of objectives of emergency preparedness</p> <p>Uses early warning systems and projections</p>	<p>Identifies potential disasters for inclusion in preparedness plan</p> <p>Assesses populations to identify at risk groups</p> <p>Uses disaster risk reduction framework to identify potential impact of disasters on nutritional status</p> <p>Identifies activities to mitigate risk and ensure nutrition response is timely and appropriate</p>	<p>Designs, develops and oversees implementation of emergency preparedness plan</p> <p>Facilitates links between emergency response, DRR, and development teams</p>
Logistics	<p>Follows system for monitoring stock levels and reporting procurement needs</p>	<p>Develops procurement plans and liaises with logisticians</p>	<p>Develops strategic procurement plans well in advance and liaises with logisticians ensuring all details and timelines are understood</p>

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Monitoring and Evaluation (M&E)	Conducts data collection on key nutritional indicators	Develops M&E framework / work plan in line with existing programmes	Designs and implements strong M&E systems
	Participates in analysis of data	Adapts M&E system to local context	Ensures effective supervisory mechanisms are in place
	Conducts the M&E work plan	Ensures strong monitoring systems are in place, collecting key data on nutrition indicators	Evaluates programmes on a regular basis and adapts them in line with findings
	Supports programme evaluations	Ensures all data is analysed, reviewed and responded to on an on-going basis	
Advocacy and Communication	Communicates with relevant stakeholders to convey nutrition messages	Communicates effectively with government, media, and other organisations	Proactive in communicating nutrition agenda with all relevant stakeholders
		Demonstrates ability to independently structure and write relevant, clear and precise reports in different formats and for different audiences	Oversees all communication ensuring appropriate messages are being conveyed
		Provides inputs into policy development	Develops advocacy strategies to influence policy
Reporting	Reports properly and in a timely manner	Compiles and verifies nutrition reports	Submits high quality reports, both narrative and financial, in a timely manner to internal and external parties.
	Writes in a clear and concise manner, providing all required information	Clearly presents data, using appropriate graphs and tables	Takes responsibility for ensuring a regular reporting system is in place
		Submits good quality narrative and financial reports in a timely manner	
Capacity Development and Training	Identifies areas in need of strengthening	Assesses training needs of nutrition staff	Liaises with appropriate authorities to develop capacity building plan for national staff
	Delivers basic training to teams of national staff	Designs, delivers, and supports staff training	Designs training materials and delivers and supports staff training for all parties including training of trainers
			Provides mentoring