Background

Water Witness leads action, research and advocacy for a fair water future where all people can access the water needed to thrive, and are protected against floods, drought, pollution, ecosystem degradation and water conflict.

We stand with those at the sharp end of the global water crisis to shine a light on its impacts, to understand its root causes and to activate an effective response. We work with our trusted local partners to trigger social justice and system change to ensure sustainable management and equitable use of the world’s most precious resource.

Over the past decade our team have been on the frontline: working to improve water security for over 1 million vulnerable people, driving improved policy, practice and investment, building new approaches and communities of practice, and holding duty bearers to account for improved performance on water. Our hands-on field experience is backed up by cutting-edge research and global analyses, and this provides us with a clear understanding of the action needed to deliver on the water-related Sustainable Development Goals.

Our new 2030 strategy builds on our track record as a dynamic NGO which unlocks improved water resource governance and water security for vulnerable communities. In the decade ahead we will work with our partners to focus on the following five imperatives:

- **Accountable governance**: to implement effective and equitable water policy and law
- **Progressive financing**: to unlock funding and financial incentives for water security
- **Redefining corporate responsibility**: to transform private sector behaviour for shared water security
- **Confronting climate chaos**: to prevent catastrophic water shocks and build resilience
- **Activating people power**: to trigger political, social and economic change for water security

Having secured investment to deliver our strategy we are now seeking an exceptional individual to lead our team in Addis Ababa where they will ensure successful delivery of our ‘Putting water stewardship to work for Ethiopia’ Programme and the Alliance for Water Stewardship Africa Strategy. This work will contribute to successful delivery across multiple objectives within our strategy and further establish Water Witness as an innovative, world-changing organisation.
The Role

Job Title: Regional Programme Manager
Place of Work: Addis Ababa, Ethiopia
Pay: A regionally competitive salary
Reports to: Water Witness Practice Lead – Water Stewardship
Travel: This post requires regular travel, including to remote field locations both in Ethiopia, Africa, and occasionally globally (indicative up to 16 weeks each year)
Term: 3 year contract, extension subject to performance and funding

Job Summary and Purpose

This is a new, senior and influential position within a people focused NGO, which will place the successful applicant at the heart of efforts to ensure that economic and social development in Africa, is based on the sustainable and equitable use of water in a rapidly changing environment.

We are seeking a high-calibre individual with the experience, skills and vision needed to deliver a complex multi-stakeholder water stewardship implementation and learning programme in Ethiopia, whilst also providing strategic development and leadership to the Alliance for Water Stewardship Africa. The post-holder will be accountable for ensuring impact and value-for-money performance across these workstreams.

The Alliance for Water Stewardship has developed a global standard system which guides and recognises best practice for sustainable and equitable water use at site and catchment scale. The postholder will lead the delivery of our ‘Putting Water Stewardship to work for Ethiopia’ initiative which will support and learn from the implementation of the Alliance for Water Stewardship standard at several Industrial Parks, and vertically within Ethiopia’s garment, textile and cotton sectors.

The role will require effective mentoring, training and co-ordination of staff and partners; programme planning, oversight, problem solving and reporting; technical and strategic leadership; as well as external liaison, partnership development and fundraising. The post holder will work closely with Water Witness Directors and Practice Lead to shape our wider strategy and programmes.

The Regional Programme Manager will be based in Addis Ababa and will be required to regularly visit case study sites across Ethiopia, with occasional missions elsewhere in Africa, and globally. We are looking for someone who has exceptional organisational, strategic planning and communication skills, with the experience, energy and confidence to nurture networks of influence for water stewardship in Ethiopia, Africa and beyond. An ability to establish and maintain effective relationships with a wide range of partners, and to ensure joint ownership and high-quality delivery with them will be essential.

This is an excellent opportunity for a gifted individual to shape sustainable and equitable development in Ethiopia, Africa and globally through water stewardship, and to build a legacy of impact through the next step in their career as a leader for positive change.
Duties and responsibilities

The objectives of this role are to effectively deliver the ‘Putting water stewardship to work for Ethiopia’ programme and the AWS Africa Strategy. This work is funded by several donors including the Swiss Agency for Development and Cooperation, GIZ, the European Union and the Scottish Government. The Programme Manager will ensure efficient and high-quality delivery that is co-owned by partners and which is managed adaptively to maximise positive impact for our beneficiaries in the challenging contexts we operate within. Specific responsibilities include:

1. Programme management and delivery

Primary focus will be on ensuring the successful delivery of our ‘Putting water stewardship to work for Ethiopia’ programme. This work will ensure that water use within Ethiopia’s Industrial Parks and within the growing garment, textiles and cotton sectors reflects global best practice and that water risks (such as pollution, water quality problems, resource depletion and degradation, inadequate water supply and sanitation, flooding and drought impacts, and water conflicts) are managed through alignment with the Alliance for Water Stewardship standard by stakeholders at sites and at catchment scale. The work will contribute to the achievement of the Sustainable Development Goals and support job creation, poverty reduction and sustainable and climate resilient economic growth. Learning from the initiative will also stimulate development of the AWS system, and accelerate its scaling and uptake in Africa and globally. The work requires co-ordination and collaboration with partners to deliver:

- Participatory water risk and opportunity assessments in various sectors and at several geographical scales (site, industrial park, municipality, catchment, national, global);
- Development and delivery of water stewardship plans, innovations and training;
- Stakeholder convening, issue prioritisation, ownership and learning;
- Inclusion of the most vulnerable people in decision making and action on water stewardship;
- Documentation and analysis of evidence, lessons and insights;
- Generation of advocacy objectives and materials, and delivery of compelling communications and influencing strategies at multiple scales to secure system change (business/company, sector, Ministries, cross-governmental, regionally, global standard systems, etc.)

The post holder will undertake a wide range of programme management activities including:

- Planning, delivery and reporting against programme budgets, activities, outputs & outcomes.
- Management, mentorship & support to staff, partners, Country & Global Advisory Groups.
- Providing direct line management to a small team, initially comprising 2 to 3 staff.
- Assignment and tracking of tasks and resources through regular communication, meetings and visits to ensure impact within budget and timescales.
- Authoring reports, assuring quality of work and outputs.
- Financial management, ensuring statutory compliance and alignment with internal policies.

2. Strategic leadership and regional co-ordination

The Regional Programme Manager will be responsible for supporting successful delivery of the AWS Africa Strategy, which was developed by Water Witness & partners in 2018. This includes establishing AWS Africa as an autonomous entity. AWS Africa is the regional initiative of the global Alliance for Water Stewardship. It works for a water secure Africa driven by responsible water stewards who play a leading role in economic growth, poverty reduction and sustainable management of natural resources. AWS Africa Strategic goals:

a. The AWS standard and system are relevant and widely used in Africa, delivering value for companies, communities, government and civil society and progress towards the SDGs.

b. AWS Africa, its brand and members are widely recognised and respected for their contributions to improved water security.

c. AWS Africa, its members and wider network have the capacity, finances and resources and knowledge required to deliver their mission.

The strategy includes a transition plan which will establish AWS Africa as an autonomous legal entity within the region, and the post-holder will play a key role in this work over the coming years.

Duties will include:

- Technical advice and strategic leadership for water stewardship and the work of AWS Africa;
- Managing, convening and overseeing the work of the AWS Africa Regional Advisory Group.
- Delivering on priority aspects of AWS Africa strategy including capacity building, fundraising, promotion & support for AWS implementation, communications & advocacy.
- Establishing & managing networks and knowledge exchange, in particular with progressive private sector companies, IFI’s, governments, NGOs, donors, & AWS service providers.
- Organisation, delivery and facilitation of national and regional meetings, events and forums.
- Continual improvement & development of the AWS standard & stewardship approach.
- Develop compelling communications to elevate stewardship within media & debate.

As strategic lead for water stewardship in Africa the postholder will also:

- Proactively input to debates on water stewardship to ensure that social justice & sustainable water management are at the forefront, & that we build positive influence;
- Identify & develop a wide range of constructive partnerships in pursuit of strategic objectives;
- Provide advice on, and organise training on the use of the AWS Standard in Africa.
- Evolve our programme portfolio on water stewardship to maximise positive impacts;
- Represent the organisation at a senior level within local, regional and global engagements;
- Identify, develop and secure fundraising opportunities;
- Ensure that our systems, assets and processes are effective and appropriate.

The post-holder will maintain a flexible approach and will deputise for others as required.
Key working relationships and logistical arrangements

The successful applicant will be part of the senior management team at Water Witness which is headquartered in Edinburgh and has offices across Africa. They will help to establish and lead a small office in Ethiopia of, initially, 3 staff. They will work closely with the senior team to help shape the organisation’s operations, and to plan and account for our annual budget and programme budgets. They will be responsible for supporting high impact delivery by our teams and partners based in Ethiopia and elsewhere in Africa, and regular travel will be required. Other key working relationships include:

- Practice Lead - Water Stewardship, Water Witness, UK.
- Programme stakeholders (Solidaridad, CDP Water, Cotton Made in Africa, SDC, Ethiopian Government, civil society and researchers, Multi-National Companies)
- Alliance for Water Stewardship and AWS Africa Regional Advisory Group.

Person Specification

The successful applicant will be able to demonstrate the following:

Experience and qualifications:

**Essential**
- A postgraduate degree in a relevant field.
- At least 7 year’s relevant experience.
- Hands-on experience of managing complex natural resource or water stewardship initiatives, corporate sustainability and/or standards programmes which have delivered demonstrable, positive change.
- A track record of working effectively with private sector, government and civil society stakeholders both at a Senior/Executive level and with technical staff in challenging contexts.
- Experience of the challenges and opportunities facing corporate engagement for sustainable and inclusive development.
- Extensive programme management experience including of delivering concurrent initiatives, budget management, ME&L and reporting to donors and partners.
- A proven, positive team player, able to mentor, delegate and collaborate within a multi-cultural, dispersed team.
- Experience/knowledge of setting up a local or regional civil society entity in Ethiopia.

**Desirable**
- Excellent understanding and experience of the water, climate or natural resource sectors, and in corporate engagement and standards for sustainable development.
- Relevant experience and networks in Ethiopia, Africa and globally.
- A successful track record of fundraising, institutional development and advocacy.

Skills and attributes:

**Essential**
- A gifted communicator, both as a speaker and author in English and Amharic.
- A high degree of competence in using IT tools, platforms and programmes.
- Able to create and manage effective and productive partnerships.
- Emotionally intelligent leadership and the ability to support and mentor others in a fast-paced and challenging environment.
- Exceptional organisational skills, professional diligence and high ethical standards and conduct.
- Proven ability to think, plan and act strategically and pro-actively.
- Must be dynamic, creative, and passionate about delivering positive change in the world.
- Familiar with current concepts and approaches within water resource management, WASH, water stewardship and international standards.

**Desirable**
- Familiarity and competence in media, film/photography, communications, publishing and the use of social media.
How to apply

All correspondence should be sent to jobs@waterwitness.org with ‘Regional Programme Manager’ in the subject line.
1. Please provide a CV and cover letter in ONE single document. The cover letter should be no more than two pages long, must explain why you want to work in this position, and should clearly set out how your skills and experience make you a good fit. You should include an indication of your expectations in relation to salary and benefits in the letter.
2. Please also attach a SINGLE example of your written work which best demonstrates your writing capabilities. This should be a recent, pre-existing report or paper of which you are the primary author.

NOTE THAT WE WILL NOT CONSIDER APPLICATIONS WHICH DO NOT COMPLY WITH THESE REQUIREMENTS.

Equality Statement

Equality and diversity are at the core of Water Witness’ values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected. Water Witness is committed to equal opportunities for all, and to welcoming people from a wide diversity of backgrounds, cultures and experience. On this occasion only those with the right to work and live in the Federal Democratic Republic of Ethiopia should apply.

Selection Process

We’ll only use the information you provide to process your application. For more details on how we use your information, see our applicants privacy notice. By emailing us, you are permitting us to use the information you have provided for recruitment purposes. Shortlisted candidates may be required to undertake an additional assessment prior to final interview.

Queries

If you have any queries on any aspect of the appointment process, or need additional information, please email jobs@waterwitness.org.

Timeline

Closing date: 12 noon GMT 6th February 2020
Panel interviews w/c 24th February 2020 (tbc)
Expected start: March/April 2020