



Job description

Country Director

Burkina Faso



Introduction from the Regional Director West Africa.

Dear Candidate,

We are glad you are interested in leading WaterAid Burkina Faso Country Programme, one of the high performing WaterAid Programmes.

Since **2001**, we have been working in Burkina Faso to increase access to safe water, adequate sanitation and good hygiene for the most marginalized communities. Today, we are seen as the leading INGO in the Water, Sanitation and Hygiene (WASH) sector. Let me share with you what WaterAid Burkina Faso is about.

- ✓ A **catalyst for change** combining support to WASH services and engagement with Government, Donors, Civil Society Organisations and community leaders to increase access to safe water, sanitation and hygiene for those without access to such basic services for life and dignity. Our advocacy, through effective collaboration with different stakeholders, has resulted in getting the right to water and sanitation in the country constitution, increasing the political will and the financing as well as accountability. A true example of this is the President giving publicly account on his commitments for '**Zero Water Burden**' for women.
- ✓ An **innovative programme** with scalable models adapted to poor communities both in rural and peri-urban areas. While recognizing it is a duty for international community to finance more and better the WASH sector, our team initiated the **Leader-Led Total Sanitation (LLTS)**, a concept to get Burkinabe leaders in country and form the diaspora to contribute to financing access to sanitation which is the most lagging behind. The **LLTS** was combined with an in-country public fundraising and awareness raising, the **SANITHON** adopted now by the Government and currently being promoted also in Mali and Senegal.
- ✓ A **well-funded programme** with funding secured over 5 years (from now) from European Union, Danish and Swedish international development agencies and foundations to sustain the gains and scale up.
- ✓ A **talented and committed team** located in the main office in Ouagadougou and in two regional Offices in the country.

I look forward to discussing more your thoughts on how we can together make more impact in Burkina Faso.

Mariame Dem
Regional Director, West Africa

Country Director – Burkina Faso

International Programmes Department

Place of work:	Burkina Faso - Ouagadougou
Salary:	Competitive
Contract type:	Full time / Permanent
Reports to:	Regional Director, West Africa
Manages:	Senior Management Team (SMT) Roles
Budget responsibility:	Approx. 5 million GB pound
Travel:	Average of 12 to 16 weeks per annum (within the country and internationally)

Introduction

Burkina Faso, while being one of the poorest countries in West Africa, has been making tremendous progress including in the WASH sector, reflecting the high demand from the people resulting in increased political will to meet the demand. According to the review of the National WASH Programme, access rate at end of 2016 for drinking water supply was 92 % in urban areas and 65% in rural areas. Despite the commendable efforts by key stakeholders, access to sanitation remains as low as 32% (urban) and 9% (rural). 55% of the population do open defecation. Equity in access, pollution of water resources, open defecation, continuity and sustainability of services remain big challenges for the sector. Since the opening of its National Representation in **November 2003**, WaterAid has been working on the biggest challenges with focus on sanitation, water security, sustainability and equity of access. We partner with local government, decentralized public services and local NGOs to deliver quality WASH services in 40 communes and the municipality of Ouagadougou.

The current strategy covering the period 2016 - 2021 addresses 5 strategic areas:

1. **Sustainable WASH Services** for poor and marginalized people
2. **Innovative approaches and Technologies** to accelerate universal access
3. An enabling environment to **fulfil the right to WASH** for the most in need
4. **Hygiene Behavior Change** to optimize the health benefit of access to safe water and adequate sanitation

5. An improved **Sector Governance**.

Job Purpose

The primary purpose of the Country Director (CD) is to provide leadership to the Country Programme (CP) and to contribute to the regional, pan Africa and global leadership of WaterAid. The CD achieves this by steering the direction of the CP, empowering and developing staff and partners and influencing public and private institutions on the impact that improvements in safe water and improved sanitation and hygiene can make to the poorest and most excluded - therefore contributing to wider poverty reduction and human development.

Accountabilities

1. Provide strong strategic leadership to the country team promoting a management culture that is supportive, empowering and collaborative.
2. Lead, manage and motivate a team, creating an environment that enables staff to maximise their potential and facilitates high performing teams; ensure that the Senior Management Team is effective in promoting effective internal collaboration and joined-up working.
3. Develop and deliver the Country Strategy in line with WaterAid's Global Strategy.
4. Ensure the successful, on time, delivery of all multiyear plans and budgets.
Accountable for the effective and efficient use of WaterAid's financial resources; transparent management and reporting of all income streams and compliance with restricted funding contractual obligations
5. Represent WaterAid externally; ensuring that WaterAid's vision, mission, values and aims are communicated in a positive and compelling way. Facilitate the building of relationships between partners, staff and other stakeholders.
6. Actively facilitate relationships between sector stakeholders (actors) to support the development of the sector.
7. Collaborate with colleagues from across WaterAid to enhance relationships and ensure effective organisational working.
8. Contribute, as a member of the Global and Regional leadership teams of WaterAid, to support organisational effectiveness and development.
9. Lead the approach to ensuring that the CP has integrated Rights, Equity and Inclusion into its work as well as being a diverse and inclusive place to work.
10. Stay aware of local funding context and identify appropriate opportunities to increase income, in conjunction with the Regional Director and the Strategic Funding Unit
11. Develop thorough understanding of the external environment we are operating in, identify and manage risk including ensuring appropriate health and safety and security procedures are in place.

12. Ensure that WA's global policies are adapted to the country context (as appropriate) and adhered to; represent WA's stated global positions on key development issues effectively, adapting it to the country context as appropriate.

Person Specification

Essential

- An inspirational and creative leader with visionary drive and ability to innovate
- Ability to set a strategy and translate it into action through engaging others, the job holder will lead finalisation of the Country Programme Strategy
- High in integrity, energetic, self-motivated and pragmatic and committed to delivering, despite the challenges.
- Proven experience in managing organisational growth and change, and guiding/leading an organisation through a period of transition.
- Passionate about WaterAid's vision, mission and values and a management style that reflects these. Demonstrably committed to diversity.
- Consultative and empowering management style that shows a commitment to own learning and willingness to learn from others
- Able to make difficult decisions when required.
- A strong team leader who has successfully led and motivated teams to deliver organisational change and ambitious strategies and goals creating a results-orientated culture. Comfortable with promoting others and the organisation and giving praise where it is due.
- Substantial senior management experience and leading senior leadership teams, to include financial, budget, people and other organisational resources management.
- Strong business acumen and ability to assess value for money, opportunities and risks. Experience of business development or fundraising including preparing of bids as lead and in consortia, and with a track record of sustained delivery of targets.
- Shrewd in balancing short and long term priorities and identifying and managing risks, challenging as appropriate.
- A strategist with a high level of analytical capacity to grasp and untangle complex issues and challenges.
- A clear and sound understanding of international development (policy and programme) and / or international business based on an appreciation of the

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political, social, cultural and economic forces and structures in Burkina, and the wider region and globally, with excellent negotiation skills and powers of persuasion.

- Politically savvy with proven experience of successfully working with governing boards and board leadership.
- Experience and skill in developing effective and in representing an organisation externally, with the government, donors, public, media, supporters and other stakeholders.
- Ability to travel internationally for a minimum of three weeks a year.
- Articulate, with outstanding presentation and communication skills backed by excellent written and spoken French and ability to communicate in English

Desirable

- Experience of successful advocacy and lobbying.
- Experience of working in Burkina Faso and the wider West Africa, or internationally
- Experience of working with local and national governments, to deliver and implement technical assistance and capacity building programmes.
- Understanding of Burkina Faso local languages
- Experience of working in an international organisation, multi or bilateral agency, or in a business setting at an international level.
- Knowledge of governance structures and issues, including managing and being accountable to boards.
- Experience of entrepreneurial or social marketing approaches in WASH or other related service sectors

Summary of required qualifications, skills and other person specifications

Education

Essential	Desirable
<ul style="list-style-type: none"> • Master Degree or professional qualification in a relevant subject area 	Water, Sanitation, Hygiene engineering skills

Experience

Essential	Desirable
<ul style="list-style-type: none"> • Proven experience of heading a Country Programme/ Office • Strategic leadership and management of a multi-disciplinary team of professionals, preferably in water and sanitation sector. • Experience in strategic planning development in a senior management capacity. • Experience of developing key strategic and operational partnerships with national level NGOs and government authorities for programme, policy and advocacy interventions. • Experience of raising funds from government and/or international agencies (bilateral/multilateral), managing large budgets with diverse international donor base. • Leading on engagement with national governments, bilateral and multi-lateral agencies on policy influencing. • Proven leadership skills and strategic management skills 	<ul style="list-style-type: none"> • Senior management experience in an international development organisation • Proven experience in managing organisational growth and change. • Experience of leading on participative monitoring and impact assessment missions. • Experience of working in Burkina Faso • Significant experience of community-based water supply, sanitation and hygiene promotion projects

Knowledge and skills

Essential	Desirable
<ul style="list-style-type: none"> • A clear and sound understanding of international development (policy and programme), especially in the water and sanitation developing countries • Ability to think clearly and analytically. • Ability to develop long term strategic plans at an organisational level within a country and further developing operational short and medium term plans • Ability to plan own work, setting priorities and completing it under pressure or when faced with competing demands. • Ability to lead financial and budget management processes and ensure high level of accountability to internal and external stakeholders. • Fluent in French and ability to communicate and make presentations clearly in English 	<ul style="list-style-type: none"> • A good understanding of participative hygiene promotion approaches and methodologies. • Ability to use computers both for word-processing and spreadsheet packages. • Ability to develop innovative approaches to development problems. • Ability to communicate clearly in a relevant local language • Fluency in English

Personal qualities

Essential	Desirable
<ul style="list-style-type: none"> • A strong commitment to gender sensitive, inclusive and pro-poor development work • A commitment to WaterAid's values and approaches • Consultative and empowering management style and willingness to learn from and collaborate with others • Willingness to work within an organisational framework in the spirit of mutual trust and respect 	

Our People Promise

We're looking for people who share a commitment to our vision, and a commitment to playing their part in changing normal. We're looking for people with an appreciation and respect for different people and ideas, and the energy and expertise to help tackle the most important challenges.

In return, you can expect to get inspiration from the change you help make happen, a sense of belonging and the feeling of being part of a global community. You will also experience stimulation and fulfilment, the chance to grow, and space to be yourself at your best.

This is our pledge to you.