

Job Profile

Senior Adviser (N1)

Joint Water And Environment Sector Support Programme

Uganda

Reference number: DK-01663-2016/UGA.04-W

1. Preliminary

1.1. Short background:

The Government of Uganda (GoU) and Development Partners (DPs) are implementing a Joint Water and Environment Sector Programme Support (JWESSP) over the 5-year period 2013-2018. The programme is a continuation of a similar programme running from 2008 to 2013 and supports the GoU's effort to eradicate poverty in Uganda in line with the mandate of the Ministry of Water and Environment (MWE), the programme also incorporates support to the environment and natural resources (ENR) sub-sector. It is also intended to further harmonise and align DP support to the sector and to encourage alignment to a consistent, co-ordinated and flexible sector programme, which DPs will be able to "buy in" to and to support components or elements that comply with their respective policies and strategic areas of support.

1.2. Purpose of memo:

This memo describes the main tasks involved in the position and the qualifications requested from candidates to the job.

1.3. Expected composition of the selection committee:

Applicants for the position will be selected for interview by the Danish Embassy following consultation with the MWE, who will also be represented at the job interview. Mercuri Urval will participate in the process of appointment by conducting personality tests and test interviews with the selected candidates, as well as taking part in the final interview. The final interview panel consists of the sector coordinator from the Embassy, representative(s) from the MWE, and the consultant from Mercuri Urval A/S in charge of the recruitment process.

2. The Joint Water and Environment Sector Programme Support

2.1. The programme in short:

The objective of the JWESSP is to support the water and environment sector in achieving its targets and improving its efficiency through a consistent harmonised support programme that is aligned to government objectives, policies and delivery modalities.

The JWESSP objective supports the overall objectives of Uganda's water and environment sector, which are:

- Full alignment to the goals and targets of the second National Development Plan (NDP II, 2015/16 to 2019/20). The NDP is Uganda's overarching national planning framework. This includes the water supply and sanitation targets of 79% rural coverage and 95% urban coverage (100% for NWSC) to be achieved by 2020, as well

as the NDP goals in the areas of water for production, water resources management, environment/natural resources management and climate change.

- The JWESSP will help Uganda in achieving the water and sanitation Sustainable Development Goals by providing access to safe water supply to at least 3.4 million Ugandans (rural: 2.5 million; small towns and rural growth centres: 0.9 million), and increasing access to improved sanitation for the same target population.
- The JWESSP also aims at increasing food security through developing an effective enabling framework for the integrated management of water resources and the environment in a context of climate change and increasing demographic pressure.

The JWESSP is managed and implemented by the GoU, with MWE as the lead implementing agency. Coordination between Ugandan authorities and DPs takes place through the Water and Environment Sector Working Group. Uganda's water and environment sector is at a stage of dynamic change resulting from implementation of sector reforms. Appropriate policies and strategy frameworks are in place for sub-sectors and the sector as a whole. Within these frameworks, the sector endeavours to implement Uganda's decentralisation policy, which strives to separate different functions, such as implementation, regulation, policy-making and monitoring. In the case of Rural Water Supply and Sanitation, decentralisation has gone far, but in other sub-sectors, implementation has been delayed or shelved. With the approval of the climate change policy, climate change mitigation and adaption is expected to be mainstreamed in all the sub-sectors.

The continuous alignment of the JWESSP to Uganda's procedures and regulations has implications for the management of the programme and influences funding modalities. DP support to the JWESSP is presently provided through four different channels, two main modalities (on-budget) – i.e. Sector Budget Support (SBS) and the Joint Partnership Fund (JPF) – and two complementary modalities (off-budget). The following funding modalities are further explained below:

- SBS is used to channel funds to the district local governments, for JWESSP activities to be implemented at the decentralised level. This type of funding is channelled through conditional grants, directly from the Treasury / Ministry of Finance Planning and Economic Development to the district Local Governments, in line with Uganda's decentralisation policy.
- The JPF, a pooled basket fund managed by MWE, is the main modality for harmonised sector funding of the majority of their JWESSP components. The JPF operations follow government procedures in terms of financial management, auditing, reporting and procurement. The JPF includes both non-earmarked and earmarked funds. Non-earmarked JPF funding is the MWE's preferred modality to ensure harmonisation of procedures and flexibility for adjustments, using joint decision making mechanisms, and to minimise transaction costs.
- The complementary, off-budget funding modalities are technical assistance provided in kind; and the DP managed programme management support for key sector studies, programme preparation and monitoring.

The increased use of GoU structures, systems, and procedures is expected to reduce transaction costs but will at the same time also increase requirements on the GoU to produce comprehensive and consistent budgets and subsequent reports.

2.2. Requirements and expectations from the relevant parties:

The Senior Adviser will be supporting the MWE as reflected in the below objectives and scope of work. The focus will be to assist the Water and Environment Sector Liaison Department (WESLD) in fulfilling its mandate to support the Ministry in its planning,

coordination and capacity development functions. The support areas include water development, environmental affairs and water resource management.

The Adviser will report to the Permanent Secretary, MWE, but on a day-to-day basis support and closely coordinate with primarily the WESLD Commissioner and secondarily the MWE Directors. All required reporting will pass through the WESLD Commissioner. At the start of the assignment, the Adviser shall agree with the Permanent Secretary and the WESLD Commissioner on an overall work plan with measurable performance targets for the assignment period. The work plan shall be followed up and revised annually based on reports provided by the Adviser and an analysis of the impact.

3. The Position

3.1. Title: Senior Adviser (N1)

3.2. Place of service:

The Senior Sector Adviser will be placed in the WESLD, under MWE in Kampala (Luzira). The closest counterpart will be the Commissioner for WESLD.

3.3. Terms of Employment according to Danida staff rules. Below non-exhaustive brief benefits:

Contract period: 2 years – from 1 October 2016 to 30 September 2018 (in case the contract commences later than 1 October 2016, the duration of two years shall be dependent on an expected no-cost extension of the bilateral agreement concerning Danish support for the JWESSP). Attractive remuneration package reflecting family status. Contribution to a pension scheme, health insurance and reimbursement of school fees. The Embassy will not supply housing – the Adviser is expected to rent a house/flat and then receive house rent allowance through the salary. Free removal of household goods. Bonus at the end of the contract after minimum two years of service

3.4. Area of responsibility/tasks:

Objective:

The Senior Sector Adviser (SSA) will support the sector in achieving its objectives by supporting the MWE management to effectively and efficiently plan and use the resources made available for the sector, while contributing to improvement of alignment, harmonisation, accountability and transparency as well as supporting the coordination and liaison function with a focus on capacity development.

Scope of Work:

The scope of work of the Adviser will include advisory services to WESLD and MWE at large (DEA, DWD, DWRM) with the aim of strengthening the sector's overall performance through the three directorates of MWE. Emphasis will be on two sub-sectors: 1) Rural Water and Sanitation, and 2) Urban Water and Sanitation. All work shall take place in close cooperation with other advisers, especially the DP liaison officer (to be provided by ADA). Tasks will include but not be limited to:

Improved sector performance:

The Adviser shall contribute to strengthening the sector's role in poverty reduction by supporting MWE in its efforts to:

- Improve sector planning, implementation, monitoring and reporting, with a special focus on employing a Rights Based Approach in i) the identification and reduction of socio-

economic disparities and gender inequalities; and ii) the relevance and reliability of data and the information systems in which they are used;

- Maintain and/or establish sector funding mechanisms that are well functioning, transparent and accountable, and aligned to government rules and procedures together with the Danida Financial Adviser;
- Support implementation of sector reforms which aim at the separation of planning, policy making and monitoring from implementation, regulation and O&M.
- Support the Ministry's efforts to advocate and mobilize for adequate Water and Environment sector funding to enable it to reach its targets, both within Uganda (high-level dialogue with MoFPED and other stakeholders) and at the international level (identification of suitable funding channels, relevant programmes and potentially interested development partners), and including the private sector where relevant.
- Strengthen the development of regional, de-concentrated capacities for infrastructure implementation, O&M support and catchment-based water resources management, in order to tackle tasks that cannot be adequately handled at the district level.
- Support and involve users/consumers in the planning, financing, management and monitoring of water and sanitation facilities;
- Enhance sector transparency and accountability at all levels, leading to tangibly increased share of resources that actually benefit the end-user/consumer;
- Strengthen the overall sector coordination and liaison function;
- Support the implementation of the sector capacity development strategy.

Harmonisation and alignment:

The Adviser shall assist MWE in:

- Strengthening and consolidating Sector Wide Approach (SWAP) arrangements, based on the sector investment plan (SIP) as the point of departure for continuously increased alignment and harmonisation of contributions from JWESSP as well as non-JWESSP partners;
- Identifying strategic dialogue issues for the Joint Sector Reviews and Joint Technical Reviews, as well as policy and strategic issues for discussion in the WESWG;
- Developing procedures together with the Danida financial advisor for integrating JWESSP resources in the planning, budgeting, implementation and reporting systems of MWE and its directorates, while ensuring that confidence from DPs and other stakeholders remains intact;
- Developing internal MWE support mechanisms for i) coordinating the utilisation of JWESSP resources and ii) preparing comprehensive work plans, budgets and reports – based on departmental inputs – for presentation to the WESWG and required sub-working groups as well as DPs;
- Support the WESWG and its sub working groups, for interaction between government and JWESSP-DPs, which allows strategic dialogue and informed decisions on work plans, budgets and reports, while not being involved in DWD/MWE's routine management responsibilities;
- Support mainstreaming of cross-cutting activities such as capacity development, human rights, gender and climate change mitigation/adaptation together with the respective departments;
- Improving on harmonized reporting systems that satisfy both government and DPs together with the Danida financial advisor.
- Support the DWRM in setting up procedures to access short term TA from Danida.

Strengthening the involvement of the private sector and civil society and the regulatory function of DWD over water utilities:

The Adviser will provide support and advice to MWE on the following issues relating to the private sector and civil society:

- Regulation of water supply activities / entities.
- Collaboration with sector NGOs and CBOs through the sector NGO umbrella secretariat organisations.

Specific tasks and responsibilities:

The Adviser shall contribute directly by involvement in the following non-exhaustive list of activities:

- Support the MWE in implementation of the recommendations from the JWESSP MTR, not least concerning development of a consolidation strategy to secure sustainability and reflecting expected future (non-earmarked) DP contributions.
- Support the Ministry in formulation of the next joint programme (After end of Programme) and update of the 5-years strategic planning framework.
- Support the Ministry to prepare a JWESSP programme completion report.
- Support the Ministry in establishing a sustainable financing model using external funding sources (including possibly the private sector) as well as GOU sources. This includes building of capacities and competence in project acquisition.
- Assist the WESLD Commissioner in managing consultancies and conduction of sector events like JTRs and JSRs etc. and in the process of preparing the annual SPR and JSR inclusive in getting the subsequent undertakings integrated in annual plans and budgets together with the Danida financial adviser.
- Assist the WESLD Commissioner in identifying relevant strategy and policy issues for discussion in the WESWG, in ensuring that the WESWG meetings take place regularly and in reporting to the WESWG, and take initiative to update/review the sub-groups terms of reference.
- Support the WESLD Commissioner in arranging half yearly long-term TA coordination meetings and in carrying out annual assessment of needs for TA under the Ministry. Assessment should be done in close collaboration with the departments of MWE, DWD, DEA and DWRM in line with the criteria spelt out in the Programme Document and as specified in the Inception report.
- Liaison and coordination with the DP liaison officer (to be provided by ADA) to ensure smooth and efficient collaboration between MWE and its DPs and attending routine DP meetings.
- Assist the WESLD Commissioner in the coordination of relations with DPs as required to carry out efficiently the WSSWG meetings and participate in WESWG meetings.
- When relevant carry out quality assurance on the TORs of DWRM's calls for short-term TA under the Danida Framework Contract, in particular by assuring that the objectives and the outputs are well defined.

4. Demand Profile/Qualifications

4.1 Requirements and expectations concerning the candidates' formal qualifications:

- Relevant university education at Master's degree level or higher qualifications in subjects relevant to the water and sanitation sector, management/ finance and/or public sector restructuring and reform;
- Profound experience in sector organisational development and management of change processes (e.g. changes in organisational structures);
- Strong experience in capacity development within public institutions with decentralised services;

- Experience from working as an adviser in or to central government, preferably at senior management level;
- Extensive work experience with/from central governments and/or DPs;
- Strong experience from developing countries, preferably East Africa; knowledge of the Ugandan water sector is an asset;
- Fluency in English (written and spoken);
- Experience in water and/or environmental policy development and strategic planning;
- Experience in employing Rights Based Approach to planning and implementation

4.2 Requirements and expectations concerning the personal qualifications of the candidates:

- Analytical, outgoing and robust with a pragmatic approach and appreciation for the dynamics in a public service organisation;
- Political flair and understanding;
- Ability to work as part of an interdisciplinary team with relations to different ministries and stakeholders;
- Excellent skills for working in a cross-cultural environment, and sensitive to cultural differences.

5. Recruitment Procedures

5.1 How do you apply:

Information about the **mandatory** application procedure can be found at:

www.danidajob.um.dk. Reference number **DK-01663-2016/UGA.04-W** should be stated in the application.

5.2 Deadline for applications: 26 August 2016 at 12 noon (CEST).

5.3 Preliminary interviews and personal evaluation: 12-13 September 2016. Mercuri Urval will conduct a personal evaluation of selected candidates.

5.4 Language test: The Ministry of Foreign Affairs has decided that all candidates called in for interview - except for those to whom the relevant language is mother tongue - shall be language tested in Denmark in the working languages of the duty station (i.e. English).

5.5 Presentation to the appointments committee: 14 September 2016.

5.6 Decision: A decision is expected during week 37.

5.7 Expected commencement: As soon as possible.