



Job description

Head of Pan Africa Programme



Introduction from the Director of International programmes

Our aim is to place WASH at the heart of the African development agenda and the Pan-Africa strategy will be an important contributor to achieving the WaterAid (WA) global strategy which has the goal of everyone, everywhere having access to safe water, sanitation and hygiene.

This new role presents an exciting opportunity to shape the objectives of the Pan-Africa strategy to match the ambition of the global strategy and expand WaterAid's profile in policy and practice in Africa. The scale of challenge and opportunity in this new senior role is presented by the context. Sub-Saharan Africa did not meet the MDG target for drinking water with almost a third of people (319 million) without access to improved water sources (JMP 2015). Of the 159 million people who still use surface water, two thirds of them live in Africa. For sanitation, the picture is worse still with less than a third of the population having access to improved sanitation, leaving 695 million Africans unable to use improved sanitation.

Following an analysis of WASH in Africa and an understanding of the implications, the Pan-Africa strategy will aim to address the contextual issues and become an important pillar underpinning the global strategy. By growing our understanding of power and influence, the aim is to seize the opportunity to leverage and strengthen the political will in the sector and catalyse change in the continent. Success will involve creating a continent influencing platform that draws on country and regional evidence and shapes continental and global policy and practice.

Olga Ghazaryan

Head of Pan Africa Programme

International Programmes

Place of work:	Addis Ababa, Ethiopia OR Abuja, Nigeria
Pay band:	BG Level 11 (to be confirmed upon job evaluation)
Salary:	Competitive with excellent benefits
Contract type:	Full time permanent
Reports to:	Director of International Programmes
Manages:	Future team size and resources TBC
Budget responsibility:	Annual Budget £1million
Travel:	Regular travel within the continent up to 30% of time

Team description

The main purpose of the International Programmes team is to support and develop the strategic importance of Country Programme priorities, plans and delivery.

Job purpose

The Head of Pan African Program will contribute to the global leadership of WaterAid by providing strategic direction and guidance to the Pan Africa Programme. The primary purpose of the role will be to influence key stakeholders on the impact improvements to safe water and improved sanitation and hygiene can make to the poorest and most excluded in the African continent. This represents an exciting opportunity to contribute to wider poverty reduction and human development efforts by improving the effectiveness of WASH policy, financing, governance and institutions.

The role will lead and anchor WaterAid's work at the continental level and be responsible for developing key relationships with stakeholders which promote WaterAid's work and contribute to a stronger WASH sector overall. Linking policy and practice to ensure that WaterAid has influential relationships with governmental and non-governmental institutions and networks will be critical.

Building on national, regional and global level expertise will require close teamwork and collaboration with internal Regional Managers, Head of Regions, country programmes and the Global Advocacy and Programme team. Success will draw on best practice from across the globe and the lessons of WaterAid experiences to date

Advocating for improved, equitable and sustainable WASH services to the poor, marginalized and excluded in Africa will require WaterAid being effectively represented at continental events related to WASH and human development

Accountabilities

1. Lead the implementation and continue to refine WaterAid's Pan Africa strategy to identify the space for WaterAid to occupy and improve its influence and impact. Do this through collaboration with the Head of Regions, country programmes and Global Advocacy and programme groups.
2. Ensure the successful delivery of the PAP strategy and multiyear plans through i) setting realistic targets ii) monitoring progress and budgets iii) providing quality assurance iv) developing capacity v) effective learning and knowledge management vi) programme monitoring and evaluation.
3. Ensure strategies and plans link programming practice and policy to maximize our impact by drawing upon country and regional evidence.
4. Maintain a strong relationship with the Global Advocacy Executive to integrate the advocacy priorities within regional plans and activities. Work closely with Heads of Regions to identify synergies between African and Global advocacy priorities e.g. SDG's, SWA, Healthy start.
5. Foster strong collaboration amongst WaterAid Africa Regions and promote harmonized approaches from Africa Country Programmes, Regional and Pan Africa team.
6. Scope the team resources required in the longer term. When relevant, build and lead a high performing diverse team by creating an empowering environment that enables staff to maximise their potential, promoting a culture of openness and accountability to all stakeholders.
7. Promote the effective use of resources (value for money) and good financial management through effective and robust monitoring and reporting mechanisms. Add identifying/securing fundraising?
8. Identify key strategic opportunities at the continental level within the WASH sector and the wider development sector that WaterAid seeks to influence. Critically assess the strategic and tactical opportunities of continental policy.
9. Scan, identify and strengthen the political will in the sector to catalyse change consistent with WaterAid's strategy.
10. Represent WaterAid externally at global and pan Africa multi sector forums; ensuring WaterAid's vision, mission, values and aims are communicated in a compelling way.
11. Lead on the development of strategic collaboration and relationships at continental level to influence policies and practices of others, and learn from their experiences. Base partnership engagement on strategic analysis of which institutions are influential.
12. Contribute as a member of the departmental Senior Management Team and global leadership team to support organisational development and strategic, thematic and learning priorities as appropriate
13. Promote a culture of learning and listening that strives for improved practice between country programmes, the regions and across WaterAid.. .

Person specification

Education:

Essential	Desirable
<ul style="list-style-type: none"> Degree, professional qualification in a relevant subject (most likely development studies, social sciences, community health / health education or civil engineering) or equivalent experience 	<ul style="list-style-type: none"> Post-graduate degree in Development Studies, social sciences or management.

Experience:

Essential	Desirable
<ul style="list-style-type: none"> Extensive experience working at a senior level with strategic leadership and management responsibilities in development in Africa Substantial knowledge and successful track record of influencing Pan African institutions such as the AUC, AfDB, ACHPR and other relevant institutions that affect WASH and development in Africa Substantial experience of building and leading high performing and diverse teams, skilled in cross cultural management Experience of managing teams at a distance Current knowledge / experience of development policy and practice of key stakeholders in the region such as governments, donors, regional and continental bodies and networks. Successful track record of policy influencing and advocacy at national, regional and/or continental levels Proven experience of strengthening networks at regional and/or continental level. Experience of institutional strengthening within local /national NGO environment Experience in the WASH sector 	<ul style="list-style-type: none"> Experience of working for an international NGO or development agency Affiliations or memberships in other forums/institutions with similar focus Understanding of operations of key institutions such as the AfDB and AUC Specific experience in one of WaterAid's key thematic areas – Urban, Sanitation, Equity & Inclusion and Water Resource Management. Experience of leading change management. Experience of development project work in both rural and urban settings for the poor

Knowledge and skills:

Essential	Desirable
<ul style="list-style-type: none"> Ability to develop organisational strategies and translate this into plans and budgets Ability to plan own work, setting priorities and completing them under pressure or when faced with competing demands Financial acumen and budget management skills Political acumen and analysis Spoken and written language fluency in English Excellent communication skills which includes the ability to communicate strategic purpose and vision Working knowledge of Microsoft office 	<ul style="list-style-type: none"> Working knowledge of either Portuguese or French Other language skills prevalent in southern Africa.

Personal qualities and leadership behaviours:

Essential	Desirable
<ul style="list-style-type: none"> • Evidence of a strong commitment to improve lives of the poor through targeted development work • Promotes diversity, equity and inclusion • Creates trust in others • Empowering leadership style, with the ability to work collaboratively within and across teams • Delivery focused, holding self and others to account • Able to take appropriate decisions when due, confronting and resolving difficult situations where needed • Committed to continuous personal development, with the ability to coach others and maximise their potential • Inspires ambitious change 	