**Global Position Description**

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| Position | Senior Water Governance Advisor |
| Supervisor | Regional Water Governance Manager |
| Location | Based in Asia Region with substantial time in Phnom Penh |
| Contract Type | 18 months with possible extension |
| Category | Competitive renumeration commensurate with qualifications and experience |
| Start Date | Early 2018 |

**Context:**

Oxfam is an international confederation of 19 organizations networked together in 97 countries. As part of a global movement for change, we are working together to end world poverty and injustice. We work with thousands of partners in countries around the world, and employ staff in a wide variety of posts. We work directly with communities and we seek to influence the powerful to enable the most marginalized to improve their lives and livelihoods and have a say in decisions that affect them.

Working at Oxfam is so much more than just a job. As an Oxfam employee, consultant, or volunteer, you will join a team of dedicated and passionate professionals working to save lives, help people overcome poverty, and fight for social justice.

The Oxfam Asia Regional Water Governance Program has a Project Management Unit based in Phnom Penh and we are currently seeking to recruit a Senior Water Governance Advisor for our trans-boundary program covering 9 countries in Asia.

This position will require an experienced and mature professional with strong technical experience on trans-boundary water governance issues including environmental and social impact and energy combined with an ability to network and communicate the technical and research findings to a range of stakeholders including communities. This position is open to candidates of all nationalities.

To be successful in this role you will demonstrate:

* A high level of technical expertise and knowledge of trans-boundary water governance issues in the region combined with the ability to network and communicate technical knowledge to a range of stakeholders including partners, communities and our own staff;
* A high commitment to gender equity and the promotion of women’s voices in water governance
* An ability to contribute to Oxfam’s policy and strategy and maintain an overview of developments to support proactive business development
* An ability to provide technical representation and Oxfam’s position on trans-boundary water governance to governments, academia and international external advocacy targets
* Self management of time and priorities
* A willingness to travel in the region and spend significant periods of time in the field.

**Program:**

Over the past ten years, Oxfam has invested significantly and successfully in trans-boundary water governance in the Mekong sub-region. The work contributes directly to Goal 5 i.e. communities (particularly women) having greater control over their natural resources and sources of livelihood and having increased influence on decision making at all levels. By working to scale from community to national, regional and global levels we are contributing to country level objectives and have specific opportunities to hold Governments and the private sector to account on international standards and fairer benefit sharing.

Oxfam Water Governance Program has established itself with Governments and donor partners in the region as a facilitator for civil society voices and we are included in most consultations and fora. In a highly politicised, multi-stakeholder arena it is essential for our partners that Oxfam shares and draws on its own technical expertise as well as keeping abreast of other scientific and technical knowledge. A new influencing priority is for us is to make the linkages between water and trade and water governance and energy. Consequently it is important that the post holder is able to communicate internally and externally across a range of stakeholders with different levels of understanding of the issues.

Currently Oxfam is implementing two large trans-boundary programs in 9 countries across the region. Water governance will remain a key thematic area for Oxfam in Asia and, building on the increased global attention being paid to water governance issues[[1]](#footnote-1), we plan to scale up throughout the region. Exploring and pursing these opportunities and engaging with the private sector will be a key focus of this role.

This Oxfam International post will be based in the Water Governance Project Management Unit in Cambodia and will report to the Program Coordinator.

**Scope of Position:**

The Water Governance Advisor plays a key role in the development of Oxfam’s strategy and frameworks relating to water governance and energy programming, coordinates their implementation across the agency and oversees cross-agency learning to draw on research, improve our practice and influence the work of others. The Advisor will provide technical support to water governance programs and business development opportunities and network with key stakeholders and partners across Oxfam. The position plays an important role in supporting Oxfam country and regional stakeholders in donor liaison and public fora.

Specifically the position will:

1. Contribute at a senior level to Oxfam’s Water Governance Policy and Strategy and maintain an overview of developments so Oxfam can be proactive in our business development
2. Coordinate/lead the technical aspects of implementation across the region and oversee cross-agency learning and linkages with e.g. land to draw on research, improve practice and increase influence.
3. Provide contextually focused technical support and coaching to Water Governance team members, partners and networks to ensure high quality, consistent programs
4. Provide strong technical representation and Oxfam’s position on water governance to affiliate governments and international external advocacy targets, alliances and related fora with multiple stakeholders.
5. Represent Oxfam on technical aspects of water governance to affiliate governments, academia and international external advocacy targets, alliances and related fora

**A key aspect of this role will be:**

* Provide technical support and accompaniment to water governance staff, partners, civil society networks and alliances. This will include providing analysis, advising on approaches, undertaking agreed program activities and mentoring senior staff at each stage of the program cycle and ensuring establishment and consistency with best practices across Oxfam.
* Keep well informed on the specific science and research being conducted, commission research to enable Oxfam to have evidence based positions for influencing and provide information and training on findings that is accessible to the Oxfam team, partners and, ultimately, communities.
* Advise on and support the strategic implementation of the Oxfam Regional Water Governance Program. This includes maintaining the relationships and technical exchange established with donor partners and other stakeholders (regional institutions and bodies, regional financing bodies, multi-lateral, bilateral and private sector) in the current program and identifying opportunities for strategic engagement with global, regional, Oxfam and donor partners.
* Ensure that appropriate information, presentation materials and research is available through the establishment and maintenance of appropriate document management. This will assist to build the capacity of the Oxfam Water Governance team
* With the policy team, ensure effective coordination with Oxfam and partner’s International Finance Institution work, particularly the AIIB, ADB and WB/IFC, by ensuring technical water governance information and evidence is critiqued and contributes to Oxfam’s position on specific issues.
* Play a leadership role in business development related to water governance with a focus on exploring the potential with other affiliates to expand Oxfam’s work on water governance globally and to other regions and new donors. This will require being able to engage with Oxfam’s focus with Trusts, corporate and environmental agencies.
* Act as a public spokesperson for Oxfam in areas of expertise
* Work with media and program staff to maximize the impact of media, popular campaigns and research on global, regional and country programs that focus on water governance.
* Within the scope of the position, ensure compliance with local procedures and operating agreements.

**Business Services**

* Contribute to the development of the regional water governance budget and advise on program planning.
* Be responsible for delegated accountabilities for project risks and report regularly.
* Contribute to the implementation and compliance of Oxfam administrative, health, safety and security policies and frameworks.
* Be responsible for balancing priorities and time management between different programs and affiliate’s interests.
* Accountable to the Regional Program Manager.

**Policy:**

* Contribute technical knowledge and overview to the development of policy influencing strategies
* Contribute on behalf of Oxfam to agency leadership on water and resource governance issues, and in related sectoral disciplines.
* Identify policy gaps and opportunities to affect change within or through the key targets and direct the development of policy in priority areas of Oxfam International’s work
* Implement and monitor organizational policies and procedures within the area of delegation

**Representation and Relationships:**

* Represent and promote the Oxfam Water Governance program by speaking and presenting at public and technical conferences and ensure that team members are mentored and trained to gradually undertake some of these responsibilities
* Represent the project to key donors (i.e. DFAT, SIDA) as required

**Human Resources:**

* + As requested, contribute to the recruitment and selection, performance management and staff development for the team and assess competence in the specific area
  + Implement and monitor equity, diversity, child safe and staff health and wellbeing policies and procedures within areas of delegation
  + Monitor workloads and work environment for self and take reasonable steps to minimise risks to self and colleagues

**Knowledge and Experience:**

**Essential**

* Extensive knowledge of trans-boundary water governance and natural resource management including environmental and social impact.
* Demonstrated knowledge and experience of working with stakeholders with different levels of understanding and context and a proven ability to communicate complex issues effectively
* Strong analytical and strategic skills and experience working in multi-stakeholder, complex environments
* Proven understanding of community based consultation processes, key standards and dispute resolutions and human rights based programming.
* Demonstrated ability to develop and represent Oxfam’s policy positions to high level fora including international bodies (governmental and academic), finance institutions and Oxfam teams.
* Knowledge and experience of the challenges in the Asia region and impact on riverine communities
* Experience of program cycle and how technical inputs are identified at each stage.
* Demonstrated experience in promoting gender and social equity in programs and policies
* Experience in capacity building of partners and staff
* Experience of public presentation and speaking to diverse audiences

**Additional knowledge and Experience that would assist in completing the duties:**

* Good understanding of international development principles and practices and of one or more development partner’s aid programs

**Skill and Professional Attributes:**

* Skills in advising, mentoring and coaching on technical matters and willingness to do this in the field/on the job
* Strong written and verbal communication skills including effectiveness in representation and ability to translate highly technical concepts for civil society
* Ability to communicate effectively and respectfully across different cultures
* Sound negotiation skills, judgment and proactive initiative
* Strategic planning, evaluation skills
* Computer literacy

**Personal Attributes**

* Confidence in engaging with high level decision makers and community representatives
* Personable and professional approach when working with others internally and externally
* Proactively able to work within coalitions and alliances and negotiate different points of view
* Receptiveness to new ideas and a capacity to analyse those of practical value
* Initiative and capacity to work both independently and as a member of a team
* Commitment to social justice
* Availability and ability to undertake frequent international travel
* Understanding of and commitment to Oxfam’s development philosophy, principles and objectives
* Understanding of and commitment to adhere to equity, diversity, child safe and staff health and wellbeing principles.

**Travel**

Frequent travel within the Asia region.

**Applying**

Please send your applications for this position by email to jobs.cambodia@oxfam.org before the deadline on December 21, 2017, 4.00 pm Cambodian time.

Please send your CV and a cover letter stating your motivation and relevant skills and experience for the application.

Please do not send copies of diplomas/certificates, recommendation letter etc.

Only short-listed candidates will be contacted.

For specific enquiries about this position please contact: Pauline Taylor McKeown: [paulinetm@oxfam.org.au](mailto:paulinetm@oxfam.org.au).

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| Oxfam is an equal opportunity employer. We are committed to ensuring diversity and gender equality within our organization. We absolutely need women and people from diverse groups to apply for this position. |

1. World Economic Forum (WEF) 2015: water governance was ranked as one of the four major risks facing the world with water crises being the highest impact. [↑](#footnote-ref-1)