

## An introduction from the Regional Director of East Africa



*Dear Candidate,*

*Thank you for your interest in the Regional Technical Advisor role. This is an exciting opportunity to join WaterAid as we deliver our ambitious Global Strategy, with a vision of a world where everyone, everywhere has sustainable and safe water, sanitation and hygiene by 2032. Access to safe water and sanitation is everyone's right and yet 844 million people still live without safe water and 2.3 billion people lack an adequate toilet and leads to around 315,000 children dying every year from diarrhoea. This is totally unacceptable in the 21st century.*

*WaterAid works alongside communities and partner organisations from government, civil society, the UN, academia and the private sector. We believe that empowered communities engaged in championing their rights, alongside effective service providers, whether public, private or NGO, are vital to ensuring affordable, adequate and sustainable services that reach the poorest and most marginalised people and change their lives. This is a critical first step out of poverty.*

*You will join an organisation ranked 6th in the Sunday Times 'Top 100 not-for-profit organisations to work for' (2016). We pride ourselves on our engaged workforce and strong and diverse Board of Trustees.*

*We are looking for an exceptional leader able to inspire and motivate their colleagues and everyone they meet to deliver exceptional work.*

*You will be responsible for the delivery of WaterAid East Africa's contribution to the Global Strategy and our commitment to accelerate transformational change by focusing on our four aims – achieving universal, sustainable and safe services in focused geographic areas to influence wider change, prioritising WASH across the health sector to improve public health, strengthen the resilience of WASH to climate change and increase the quantity and quality of financing. Alongside this will be a commitment to our values and to continuing to build a culture focused on doing all we can to achieve our 2032 vision.*

*You will facilitate strong relationships across WaterAid and with all those we engage with, including our supporters and partners, and you will ensure that we have a compelling, active, people-centred and solution-focused identity.*

*If you believe everyone everywhere should, and can, have access to safe water, sanitation and hygiene by 2032, and have the outstanding leadership skills needed to make a significant difference in this exciting role, we would welcome your application.*

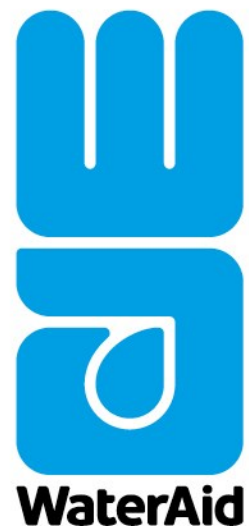
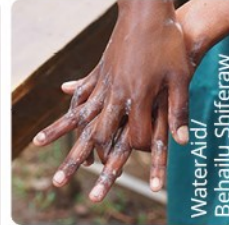
*Thank you for your interest.*

A handwritten signature in blue ink, appearing to read 'Olutayo'.

*Olutayo Bankole-Bolawole*

# [Job Description]

Regional Technical Advisor —  
East Africa



<b>Job Title:</b> Regional Technical Advisor	<b>Date:</b> 13 <sup>th</sup> April 2022
<b>Grade:</b> G (International)	<b>Department:</b> International Programmes
<b>Reports to (title):</b> Regional Director	<b>Location:</b> East Africa (preferably East Africa or any of the countries where we have a legal entity or Country Programme)
<b>Direct Reports (titles):</b> Matrix management of in-country WASH Technical Staff	
<b>Contract Type:</b> Fixed/Full Time	

Clean water, decent toilets and hygiene are three essentials that help people lead dignified and healthy lives. They should be normal for everyone, but for millions of people they are not. We are determined to make clean water, decent toilets and good hygiene a normal part of everyday life for everyone, everywhere within a generation.

## Purpose of Role

- The RTA will lead on ensuring that the technical quality of delivery of our programmes is consistent with national and global best practice in the sector.
- The RTA will be responsible for working with country leadership to raise their technical competency standards.
- The RTA will provide direct or coordinate advice and assurance to senior programme staff at the country and regional levels on the technical quality of our work and that of our partner organisations.
- As the lead technical person in the region, the RTA will coordinate or develop internal and external collaborations with appropriate teams, networks or organisations to share and deepen our knowledge and experience.
- The role will be instrumental in achieving WaterAid's aims and mission, and provide key support to Senior Programme and Technical Staff in Country Programmes in the East Africa Region, while partnering with other colleagues outside the region, including the Head of Technical Support Unit, and Technical Support Managers (TSU).

## Responsibilities and Accountabilities

### 1. Technical and Advisory Support:

- Review Country Programme approaches and technologies for water, sanitation and hygiene in light of national and global good practice, with guidance from the Regional Team, Programme Support Unit (PSU), and/or other relevant teams (e.g. Water Industry Partnership).
- Work with Country Programme technical staff to raise standards of service delivery carried out through Country Programme partners.
- Work with Country Programme and partner staff in the quality assurance of project design, implementation and monitoring in order to achieve technical excellence and long-term sustainability.
- As part of WaterAid's global technical support function, collaborate with PSU in ensuring country programmes adapt WaterAid's thematic frameworks and technical guidance in their respective contexts. Contribute to future developments of these and related guidance documents.



- Provide and co-ordinate technical input in the project design and development of funding proposals
- 2. Capacity development:**
- Identify key areas where capacity gaps exist in WaterAid country offices and among partners and provide support to address these gaps in collaboration with the Regional Team and PSU.
  - Identify key resources / organizations within the region and at the global level, which can provide support to country programme and partner staff.
  - Coordinate with PSU and other teams (e.g. Policy team) in developing in-house resources and capacity development initiatives as needed.
  - Monitor effectiveness of capacity development inputs to ensure they address the challenges identified.
- 3. Quality Assurance, monitoring and evaluation:**
- Ensure that adequate monitoring mechanisms are in place that can offer a high level of quality assurance to the Country Directors, Regional Programme Manager and Regional Director with guidance from the Regional Team, and PSU.
  - Ensure organizational standards and processes (e.g. Quality Programme Standards, Project design guidelines, Planning, Monitoring, Evaluation, and Reporting processes) are embedded and followed.
  - Review periodically the quality of technical delivery. When issues are identified, consult with appropriate staff at country, regional, and/or global level, propose remedial actions, and follow up on these actions and on recommendations of country programme evaluations and technical assessments.
  - Participate in country programme and other evaluations.
- 4. Learning, Innovation, and knowledge management:**
- Identify and promote good practices in the region that enable us to achieve high levels of technical excellence.
  - Undertake systematic documentation of our experiences for sharing in coordination with the regional team and PSU
  - Identify learnings from other regions and organizations that can be adopted, adapted or replicated within our regions and country programmes.
  - Host, co-ordinate, anchor discussions and seminars on technical issues to promote our knowledge and understanding.
  - Write papers with other RTAs and members of PSU and of other teams to disseminate our experience more widely, especially at key regional and global events like AfricaSan, Africa Water Week and Stockholm Water Week.
  - Actively encourage innovation in the technical spheres of our work and explore possibilities of these being scaled up and replicated.

- Identify and forge strategic technical partnerships with relevant technical institutions to enhance collaboration, joint research and sharing of best practices.

### 5. Regional collaboration and representation:

- Identify key opportunities for the region to be represented to promote and enhance our understanding and experience of technical issues on areas of particular interest to the region.
- Lead in developing joint proposals for technical research and take part in advocacy actions which promote our work, knowledge and experience.
- Influence other stakeholders through focused advocacy in promoting practices that, based on our experience and that of our partners, are effective in ensuring sustainable access to and use of water and sanitation services.
- Be the key spokesperson in the region on technical matters related to service delivery practices.
- Be a member of the Regional Leadership Team and contribute to the effectiveness of the region in promoting WaterAid’s mission.
- Be a leading member of WaterAid’s global Technical Support Team, working closely with the PSU as well as with the Country Programmes in the designated region.

## Person Specification

Essential	Desirable
<ul style="list-style-type: none"> <li>• Masters degree with specialisation in water, sanitation, environment or other WASH-related area.</li> <li>• Minimum 10 years of cognate experience in WASH, working at a senior management level in International development sector.</li> <li>• A systems thinker with sound knowledge of the latest development in WASH programme delivery.</li> <li>• Proven senior level experience in WASH sector project design, development and delivery in low-income countries preferably in Africa.</li> <li>• Proven success in offering technical assistance, consulting, and/or advisory services to empower and to develop capacities of others</li> <li>• Ability to handle highly specialized, unusual, and challenging technical assignments, resolve complex issues in practical and imaginative ways</li> <li>• Experience of operational planning, monitoring, reporting and evaluation</li> <li>• Ability to prepare and write high quality reports</li> </ul>	<ul style="list-style-type: none"> <li>• Chartered membership of a relevant professional institution</li> <li>• Experience of operating in a global organisation</li> <li>• Experience of managing consultants.</li> <li>• Demonstrable skills in research and innovation on technical issues.</li> <li>• Advanced knowledge of specific technical fields appropriate to WaterAid’s work.</li> <li>• Languages other than English, relevant to the region of deployment.</li> </ul>

<ul style="list-style-type: none"><li>• Fluency in English and good communication skills including proposal preparation and presentation.</li><li>• Solid IT skills, particularly with core Microsoft Office software.</li><li>• Networking, establishing and maintaining relations with other organisations.</li><li>• A team player, able to work responsibly, under pressure, and collaboratively across diverse groups and cultures.</li><li>• Commitment to WaterAid's values and a working style that reflects these.</li></ul>	
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## Apply

If you are interested in the position and have the right skills and attributes, send your job application form, to [EArecruitments@wateraid.org](mailto:EArecruitments@wateraid.org) , using RTA as the subject of the email no later than the 04<sup>th</sup> May 2022.

WaterAid is committed to ensuring that wherever we work in the world there is no tolerance for the abuse of power, privilege or trust. WaterAid reinforces a culture of zero tolerance towards any form of inappropriate behaviour, abuse, harassment, or exploitation of any kind. The safeguarding of our beneficiaries, staff, volunteers and anyone working on our behalf, is our top priority, and we take our responsibilities extremely seriously. All staff and volunteers are required to share in this commitment through our Global Code of Conduct. We will conduct the most appropriate preemployment references and checks to ensure high standards are maintained.

WaterAid is an equal opportunities, disability-confident employer and committed to achieving the highest standards of diversity, fairness and equality. Women are strongly encouraged to apply.