

## Terms of Reference – Indigenous Water Allyship (IWA) Program Lead

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### One Drop Foundation

#### 1. Background

The **One Drop Foundation** is committed to ensuring sustainable access to safe water, water source protection, sanitation, and climate change resilience for First Nations, Inuit and Métis communities. Through the power of collaborations on water and social art, the **Indigenous Water Allyship (IWA) Program** will promote resilience among First Nations, Inuit, and Métis communities in addressing water and climate issues.

It will collaborate with local representatives to identify key concerns, including water protection, contamination, governance, and local capacities, with the goal of co-building sustainable solutions as allies. One Drop is working closely with nations, governments, and other stakeholders to drive long-term impact on 50 communities in water access and sustainability by 2030.

To support the implementation and coordination of the IWA Program, One Drop is seeking a dedicated **IWA Program Lead** to oversee project execution, stakeholder engagement, and strategic planning of the IWA Program in Canada.

Through its ABC for Sustainability approach, One Drop fosters dialogue, collaboration, and capacity-building, ensuring that projects are community-led, culturally relevant, and create lasting impact. By acting as a bridge between partners, One Drop strengthens collective action, maximizes resources, and drives systemic change in water access and sustainability.

#### 2. Position Overview

Reporting to the Director, Global Programs at One Drop in Montreal, Canada.

The **IWA Program Lead** will be responsible for the overall management of the IWA activities and partners, ensuring alignment with One Drop's mission and objectives. The incumbent will work closely with internal teams, Indigenous communities, government entities, NGOs, and other partners to facilitate sustainable water solutions. This is a full-time position, with travel to project sites in Canada.

#### 3. Key Responsibilities

##### Project Management & Implementation

- Oversee the planning, implementation, and evaluation of the ABC components, in collaboration with One Drop Foundation staff.
- Lead the planning, oversight, quality control and monitoring of the IWA Program.
- Ensure that project activities align with One Drop's sustainability and social impact goals.

- Develop and oversee Program budgets, timelines, and risk management strategies aligning with project plans.
- Provide technical oversight on water access, source protection, sanitation, and resilience components.
- Coordinate projects activities, ensuring alignment with Indigenous communities' needs.
- Oversee IWA partners responsible for the projects implementation and other functions in the IWA Program.
- Lead continuous research of Indigenous communities to feed the IWA Program pipeline.
- Stay informed and updated on Indigenous affairs to forecast future action in IWA Program and to keep the One Drop Foundation inform.
- Collaborate with Program Based Funding team to support grants and pitches.
- Monitor IWA Program activities with partners, ensuring alignment with Indigenous communities' needs.

### **Art for Social Change**

- Support the ASC Expert and local Coordinator (if applicable) in delivering a quality Technical Assistance in ASC:
  - Guarantee the integrity of the co-creation process in its operations (budgets, contracts, and logistic wise, etc.).
  - Share and communicate all relevant information between team members and stakeholders of the project.
- Ensure the appropriate implementation of ASC methodology and activities in all the IWA projects.

### **Stakeholder Engagement & Partnerships**

- Foster strong relationships with Indigenous communities and organizations, government agencies, and NGOs.
- Act as the primary liaison between One Drop and project partners.
- Facilitate participatory planning processes with Indigenous leaders.
- Contribute to building a network of stakeholders to support the interests and impact of the Program.
- Represent One Drop in relevant forums, conferences, and multi-stakeholder discussions.

### **Monitoring, Evaluation & Reporting**

- Collaborate with the communications team to provide project insights and results.
- Track progress on key performance indicators to support data-driven decision-making.
- Prepare reports, case studies, and impact assessments for internal and external stakeholders.
- Ensure compliance with funding agreements and reporting requirements.

## Capacity Building & Knowledge Sharing

- Organize training sessions and capacity-building initiatives for IWA partners and community stakeholders.
- Support knowledge exchange on best practices in water security and sustainability.
- Contribute to research, advocacy, and thought leadership on Indigenous water access.

## Other Responsibilities

- Any other task related to the role as agreed with/or communicated by the Director, Global Programs.

### 4. Qualifications & Experience

- Degree in Water Resource Management, Environmental Studies, Indigenous Studies, Sustainable Development, Social Development, Project Management, or a related field.
- Minimum of **7 years** of experience in program management, preferably in water resource management, sustainability, or Indigenous community development.
- Experience working with Indigenous communities.
- Demonstrated ability to manage multi-stakeholder projects with government, private sector, and civil society.
- Proficiency in **project management tools** and reporting frameworks.
- Excellent communication skills in English.
- Knowledge of French and Indigenous languages is an asset.
- Ability to travel to project sites as needed.

### 5. Application Process

Interested candidates are invited to submit their **CV**, and **cover letter** to [contact@onedrop.org](mailto:contact@onedrop.org) **by March 20<sup>th</sup>, 2025**. Shortlisted candidates will be contacted for an interview process, which may include a technical assessment.

### 6. Equal Opportunity Employer Statement

The One Drop Foundation is committed to diversity, equity, and inclusion. We strongly encourage applications from Indigenous candidates, women, and underrepresented groups. Accommodations are available upon request for candidates taking part in all aspects of the selection process.