



JOSH'S WATER JOBS

Strengthening the Global
Water Workforce

Preview of the Next Chapter of Josh's Water Jobs

October 2025



Challenges

The Water Sector Is Facing A Talent Crisis



A growing skills gap as experienced staff retire and new demands outpace incoming talent



Growing need for solutions to water stress and infrastructure challenges



We must attract, inspire, empower and connect the next generation of water professionals



JWJ's impact

Active users by country

3

Traction to date

Over **34,000** visitors
from over **180**
countries weekly

Over **90,000** jobs
posted from over
7,200 employers
since inception

Newsletter reach:
15,000 subscribers

A proven track record
of connecting people
to jobs, internships
and scholarships

Trusted brand with
strong testimonials
worldwide

Testimonials

"Nine months after finishing my MSc, I came across a job advert on JWJ... I applied, and I got the job! I absolutely love what I do"

(Uganda)

"I've been able to find three jobs with the help of Josh's Water Jobs"

(Germany)

Main principles of JWJ

Trust, transparency and authenticity

We operate with integrity, transparency and a values-driven approach built on sector expertise

Sector service and impact

We strengthen the global water workforce and attract the next generation through support services and sector promotion



Equity and democratization

We democratize access to water sector careers, with equity pricing, fair representation and gender equity at the core

Accessibility

We make water career opportunities free, visible and easy to find for all

Community building

We connect water professionals worldwide through networking, mentorship and collaboration

The evolution - JWJ 3.0

From job board to career ecosystem

A holistic hub built on five pillars

JOBS

Expanding to national, regional and sector-focused sub-platforms, multiplying the number of jobs

COMMUNITY

Networking spaces, fora, events, mentoring

MARKETING THE SECTOR

Campaign and resources to attract and inspire talent to work on water

TRAINING

Courses, training, career tools and resources

SUPPORT SERVICES

CV and career coaching, recruitment and workforce consulting, data insights

Technology backbone: Enterprise-grade job board software and other software to improve the user experience for both job seekers and employers

JWJ 3.0 new features

Job seekers

- Premier membership (still never a paywall)
- Specialized sub-platforms (academia, WASH, etc.)
- Community spaces
- Networking opportunities
- CV/Résumé and cover letter support
- AI-power job matching
- Mobile app
- Curated learning resources

Employers

- Expanded job posting options
 - Talent pool access
 - Applicant Tracking System (ATS)
 - Job scraping service
 - Organizational profiles
 - Recruitment process outsourcing (RPO)
 - Executive search partnerships
 - Workforce consulting services
- Consultant roster
 - Additional databases

JWJ's vision

JWJ 3.0 will:

● **Connect** more water professionals than ever before through a new, dynamic platform

● **Elevate** water careers by making them visible, accessible and inspiring to the next generation of leaders

Empower organizations of all sizes to find and retain the talent they need to meet urgent water challenges

Champion equity and democratization so that opportunities reach every corner of the sector, especially underrepresented communities

Partner with us



We're looking for **grants** and **sponsors** to help launch JWJ 3.0



Please reach out to help us build a stronger, more connected global water workforce

Contact : josh@joshswaterjobs.com