



SENIOR WASH SPECIALIST – POLICIES, INSTITUTIONS, AND REGULATION

Aguaconsult is seeking a Senior WASH Specialist – Policies, Institutions, and Regulation who sees their long-term future at a dynamic Employee-Owned consultancy. Sponsorship to work in the UK is available for this role, if necessary.

About Aguaconsult

Aguaconsult accelerates access to sustainable and resilient water and sanitation services through global thought leadership, supporting government-led sector reforms, and translating policy into practice. We are a UK-based, Employee-Owned company, delivering high-quality consulting services for a range of strategic clients. Our work spans seven thematic areas:

- Regulation and accountability.
- Service delivery model professionalisation.
- Climate and water resource management.
- Funding and financing strategies.
- Sanitation and waste management.
- Data for decision-making.
- Systems strengthening.

About the Role

The Senior WASH Specialist – Policies, Institutions, and Regulation will help grow Aguaconsult's work on critical governance topics, including policy and legal frameworks, institutional arrangements, and regulation and accountability. In particular, the successful candidate will enhance Aguaconsult's work on regulation and accountability at the global, regional, and country levels by expanding and delivering a pipeline of strategic and technically engaging assignments. Key functions include:

- Leading projects (or dedicated components of larger projects) focused on policies, institutions, and regulation at the global, regional and country levels, with a particular focus on regulation.
- Leading the writing, development and production of knowledge products and outputs such as position papers, project reports, concept notes, advisory briefings, and related electronic outputs (e.g., blogs and other web-based products).
- Leading the business development process (technical and financial proposal development, proactive acquisition) for projects focused on policies, institutions, and regulation.
- Conducting desk research and interviews with stakeholders and sector experts.
- Conducting and supervising data collection, including field work.
- Analysing and interpreting data collected from surveys (quantitative and qualitative analysis).
- Preparing materials for workshops and webinars and presenting findings.
- Review and quality control of project outputs.
- Representing Aguaconsult in project and external meetings and conferences.
- Mentoring more junior staff, chiefly on a project-basis.

While the role has a core focus on policies, institutions and regulation, as needed, the successful candidate will contribute to projects on other thematic topics across the company portfolio.

Position	Senior WASH Specialist – Policies, Institutions, and Regulation
Conditions	Full-time (40 hours per week). Permanent contract (if based in the UK).
Location	<p>Visa sponsorship is available for this role under the UK Skilled Worker route, if required.</p> <p>Ideally contracted in the UK (UK tax resident) and working from our Wivenhoe office, with the possibility of UK hybrid remote working (split between Home and Office), as mutually agreed:</p> <ul style="list-style-type: none"> • We encourage staff choice regarding hybrid working, but with a requirement to spend a period of full-time work in our Essex office during probation. • Post probation, if you are not based full time in the office, then a hybrid pattern of regular periods working in person with the team will be mutually agreed (e.g., 2 days a week or 1 week in 4 in the office). • Requirements to work from the Essex office are typically further progressively reduced over time. <p>For truly exceptional candidates, recruitment and working from the candidate's home country after a UK-based induction will be considered. While employment from the candidates' home country is likely to be possible for all countries, we have a primary interest in candidates based in Zambia and a secondary interest in other countries where Aguaconsult frequently operates.</p>
Remuneration	<p>If based in the UK, with existing working rights or visa sponsored (our preference):</p> <p>Bands D.5 to D.12 (£45,062 - £54,771) dependant on experience relevant to this role.</p> <p>If based outside the UK: Salary remains competitive but would be determined on a case-by-case basis informed by the degree of experience relevant to this role, local labour market and any additional costs and implications resulting from being employed outside the UK.</p> <p><i>Following 12 months of employment, all salaries are plus an annual profit-share bonus (non-guaranteed; approximately £3,600 based on recent years' company performance). Other benefits include 28 days leave plus 8 days bank holidays and 8% employer pension contribution. The annual profit-share increases over time with significant uplifts after 4, 7 and 10 years with the company.</i></p>
Employee-Owned	<p>On a day-to-day basis, Aguaconsult is run like any other business. The main differences are:</p> <ul style="list-style-type: none"> • Aguaconsult is owned by a trust that represents the interests of all current and future staff. • Aguaconsult does not have shareholders; any profit is invested back into the company, and an annual profit share payment can be made to current staff depending on financial performance across the whole company.

Profile

The successful candidate will be educated to master's level and have a minimum of eight years directly relevant experience within the water supply and sanitation sector. We also place great value on the ability to work effectively in a small, diverse, and hard-working team.

Selection Criteria	Essential	Desired
Over eight years of experience in the water supply and sanitation sector at a regulator, consultancy, international organisation, or research body	Yes	
Over 10 years of experience in the water supply and sanitation sector at a regulator, consultancy, international organisation, or research body		Yes
Directly relevant and practical experience in water supply and sanitation regulation, including policy and legal instrument drafting, accountability and regulatory mechanism formulation and application, and sector studies or diagnostics	Yes	
Master's degree in a relevant discipline (e.g., water and sanitation, economics, environmental studies, water resource management, international development, governance and public policy)	Yes	
Directly relevant experience leading the development of high-quality, client-facing outputs	Yes	
Strong analytical capacity with experience developing and explaining conceptual frameworks to understand and address practical challenges	Yes	
Strong verbal communication skills	Yes	
Experience of holding leadership functions within a company		Yes
Experience of performing Project Director and Project Manager roles	Yes	
Experience working in multiple countries across Africa, Latin America and the Caribbean, or Asia		Yes
Experience working at the global and regional levels		Yes
'Thought leader' and recognised sector expert		Yes
Willingness to travel (up to eight weeks per year)	Yes	
Ability to build and maintain client and professional relationships	Yes	
Strong personal network in the sector. (e.g. national government, regulators, institutional partners, donors, INGOs / CSOs, consultants)	Yes	
Flexibility, self-motivation, and excellent organisational skills	Yes	
Fluency (both speaking and writing) in a second language (French, Spanish or Portuguese preferred)		Yes
Pre-existing right to both live and work in the UK		Yes
Willingness to work from the UK (pre-existing or sponsored)		Yes

Aguaconsult's work primarily focuses on addressing key weaknesses in the enabling environment required to deliver sustainable, resilient and equitable services. We value direct experience implementing infrastructure projects. However, this is not our organisational focus. Candidates with considerable infrastructure-focused experience, without substantive experience in engaging national government institutions on regulatory topics, should not apply.

Application Information

The closing date is 09:00 am (BST), June 12th, 2026

To apply for this role please send the following documents to recruitment@aguaconsult.co.uk with the title: Senior WASH Specialist – PIR [your name]:

- Your CV.
- A brief covering letter (no more than 2 pages) setting out your relevance and motivation for this role with Aguaconsult. *Please focus on producing a cover letter that enables us to understand what drives you on a professional and personal basis, rather than producing a generic AI assisted letter.*

Please pay close attention to the required experience, skills, language requirements and location for this role and only apply if you meet the selection criteria.

In your covering letter, please confirm which of the following applies to you:

- I have the existing right to work in the UK.
- I do not currently have the right to work in the UK but would welcome UK visa sponsorship under the Skilled Worker route.
- I am based in Zambia and would be interested in the possibility of working from Zambia following a UK-based induction.
- I am based elsewhere outside the UK but would be available for a UK-based induction.

This information helps us tailor our conversation with you if you are called to a first round interview. It does not affect how your application is assessed; all candidates are considered on merit. We always aim to recruit the person who is most suited to the job and encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, religion or belief, marital status, or maternity/paternity. We particularly welcome candidates from and/ or with experience working in Eastern, Southern and Western Africa where most of our work on water supply and sanitation regulation is undertaken.

Interview Information

We generally have two rounds of interviews:

- First-round interview focussing on your career, motivation, and interpersonal skills.
- Second-round interview involves a short task and presentation, which will focus more on your technical skills and potential fit within the company.

First round interviews are envisioned to be held the week commencing June 22nd, 2026.

Further Information: please contact operations@aguaconsult.co.uk