



Candidate pack
Global Security Manager
WaterAid

An introduction from the Head of International People Management



Dear Candidate

Thank you for your interest in this role and the opportunity to be part of delivering our Global Strategy and ultimately our vision of everyone everywhere having access to safe water and sanitation by 2030.

Access to safe water and sanitation is everyone's right and yet 663 million people still live without access to safe water and 2.4 billion people lack an adequate toilet. This is totally unacceptable and leads to around 315,000 children under-five dying every year from diarrhoeal diseases caused by dirty water and poor sanitation.

WaterAid works alongside communities and partner organisations from government, civil society and the private sector, to catalyse the changes needed to improve access to safe water, sanitation and hygiene (WASH) for the poorest and most marginalised people as a critical step out of poverty.

We are a diverse global team of talented and professional people, determined to make change happen, focused on a common mission and united by common values. The People and Organisational Development Team (The People Team) play a critical role in helping WaterAid realise its goals.

Delivery of our global strategy relies on us attracting, developing and retaining highly engaged people and creating an environment where everyone can be secure, safe and successful in their roles.

As the Global Security Manager your role will be to provide expert support and advice to all WaterAid member organisations (UK, America, Australia, Sweden, India, Canada and Japan). Your aim will be to ensure that WaterAid has a culture of safety and security which protects all staff across our global organisation.

Key to success in this role will be your ability to advice and influence Chief Executives, Trustees and staff at all levels.

If you believe everyone everywhere should, and can, have access to safe water, sanitation and hygiene by 2030, we look forward to hearing from you.

Very best wishes,

[Sarah Redshaw](#)



**We Are
WaterAid**

Vision

Our vision is a world where everyone everywhere has safe water, sanitation and hygiene

Mission

Our mission is to transform the lives of the poorest and most marginalised people by improving access to safe water, sanitation and hygiene

Our Values

Respect, Integrity, Accountability, Collaboration, Innovation and Courage – define our culture and unite us across the many countries in which we work. They are the very heart of WaterAid – who we are, what we do, and how we do it

Everyone everywhere 2030

While a shocking 663 million people still live without safe water and 2.4 billion lack sanitation there is real hope for the future. Countries across the world are supporting the United Nations Sustainable Development Goals, which pledge to tackle inequality and eradicate extreme poverty by 2030.

During the course of our Global Strategy to 2020, WaterAid will assist communities to call for their rights and will work with service providers to influence and support the delivery of sustainable services to the poorest and most marginalised people. We will prioritise good hygiene behaviour to help stop the spread of deadly diseases and improve people's health and living conditions.

Crucially, we will challenge inequalities and champion universal access to safe water, sanitation and hygiene as fundamental to progress in all areas of sustainable development, to end extreme poverty and build a healthier, more productive and fairer world.

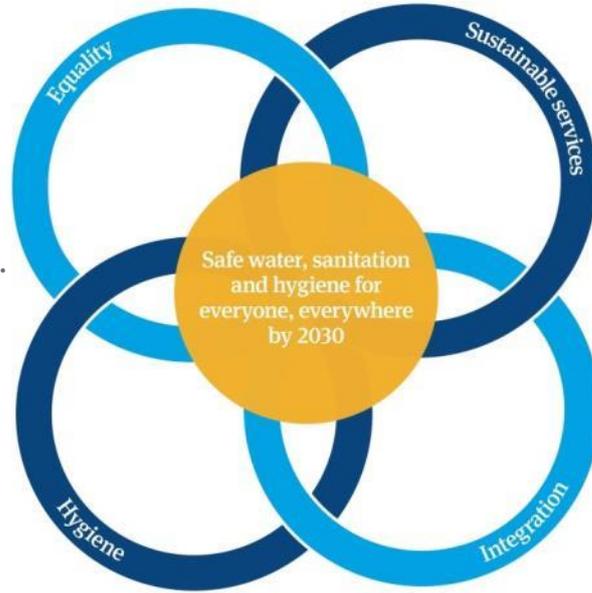
To realise the goal of universal access to safe water, sanitation and hygiene, we believe certain conditions need to be in place. Our [strategy](#) seek to accelerate progress towards our vision of the future.

Equality

We will tackle and challenge the inequalities that prevent the poorest and most marginalised people from realising their right to safe water, sanitation and hygiene.

Hygiene

We will positively influence hygiene behaviour to maximise the benefits of access to safe water and sanitation.



Sustainable services

We will support governments and service providers to strengthen the systems and capabilities required to deliver sustainable water, sanitation and hygiene services.

Integration

We will work with others to develop plans and activities that accelerate change by integrating water, sanitation and hygiene into sustainable development.

WaterAid has teams in 38 countries across the world, working with our many partners to transform millions of lives every year by improving access to safe water, sanitation and hygiene. WaterAid UK currently has teams in 25 countries – in the UK, Africa and South Asia.



In 2016-17

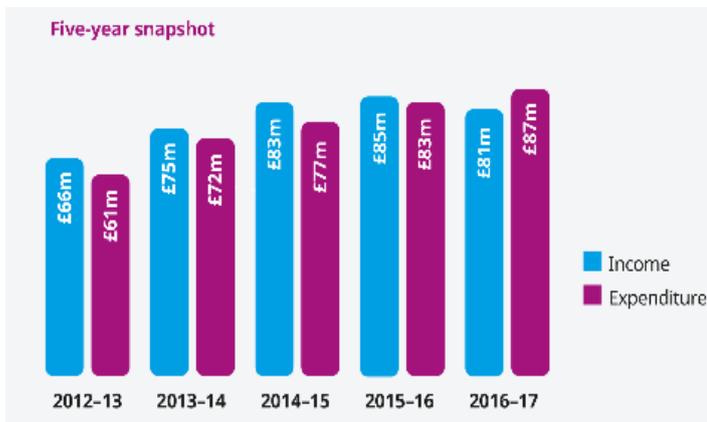
956,000
people reached with clean water

1,159,500
people reached with decent toilets

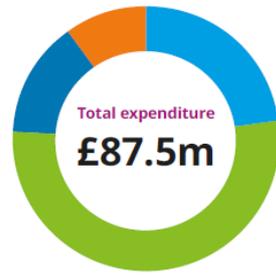
1,653,000
people reached with good hygiene

More than half of our income comes from hundreds of thousands of individuals in the UK giving regular amounts. Meanwhile, two thirds of our income is given as 'unrestricted' funds – giving us the flexibility to adapt to emerging situations and the discretion to target resources where they will be most effective in transforming lives.

Income and expenditure for 2012-2017

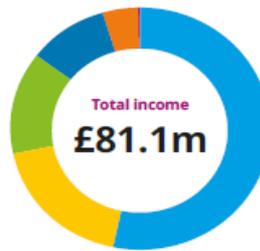


How we spent the money



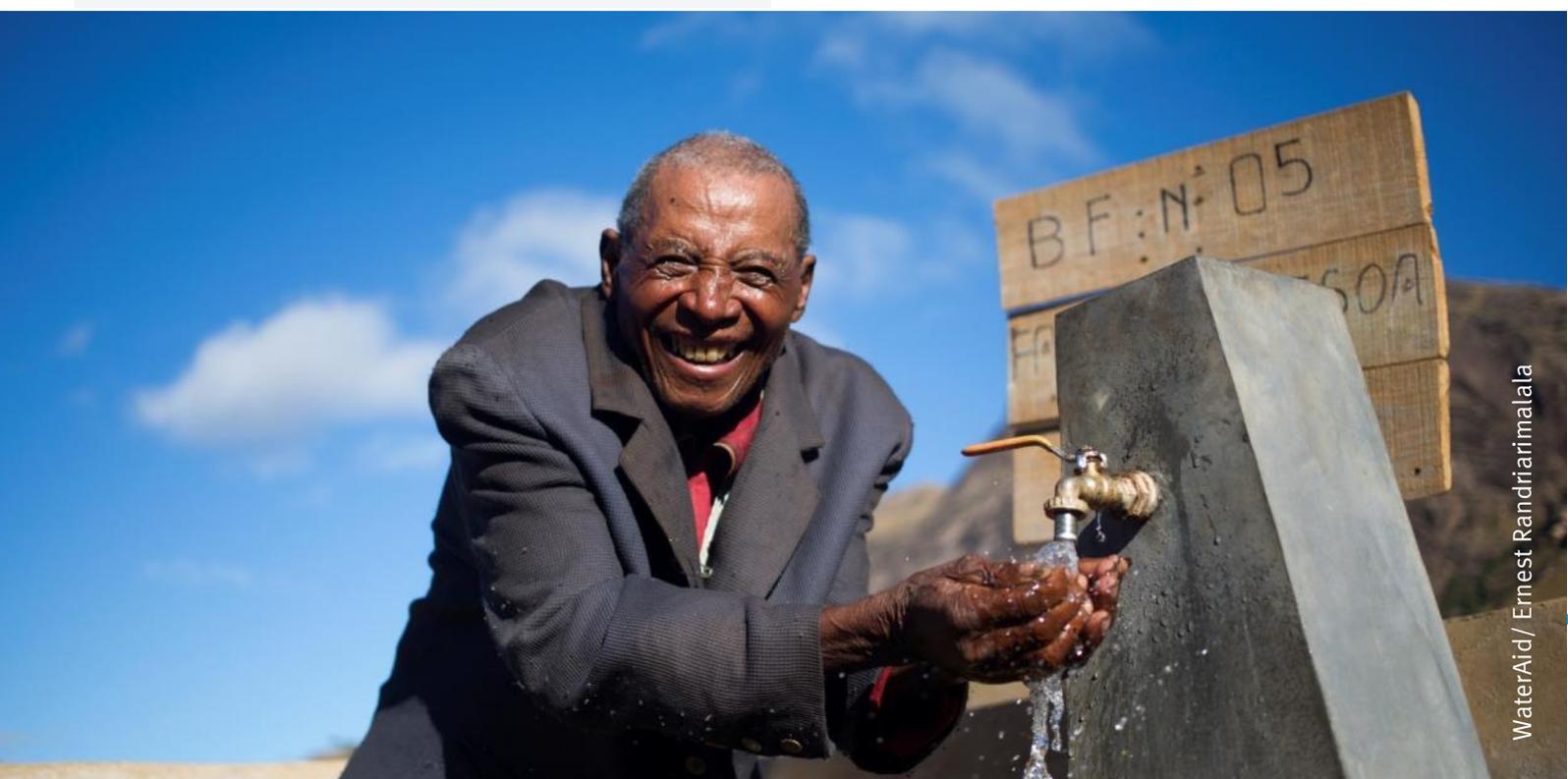
Fundraising	23%
Delivering services and making change happen:	
Supporting partners to deliver water, sanitation and hygiene	53%
Influencing policy in water, sanitation and hygiene	14%
Supporting other WaterAid federation members	10%

Who we received funds from



Individual supporters	£43.4m
Corporate and trust supporters	£14.9m
Other WaterAid federation members	£10.9m
Governments and other institutions	£8.2m
Fundraising in other countries	£3.6m
Interest	£0.1m

Our Annual Report can be found at:
<http://www.wateraid.org/uk/who-we-are/annual-reports>



WaterAid federation

Established in 1981 by the UK water industry, WaterAid has grown significantly in income and reach over recent years. From its origins in the UK, WaterAid has now become an international federation – of which WaterAid UK is the founding member.

The Chair and Deputy Chair of WaterAid UK sit on the WaterAid international Board alongside the Chairs of WaterAid America, Australia, Canada, India, Japan and Sweden. India was the first country to make the transition from a country programme to an independent WaterAid member organisation. It is envisaged that more country programmes may make this journey in the coming years provided this enables us to achieve greater impact.

The work of WaterAid international is supported by a small secretariat and draws on existing staff and resources of member countries, so as to remain light touch and to allow the organisation to focus on its mission.

The role of WaterAid international is to:

- Coordinate the delivery and review of our Global Strategy.
- Facilitate collective global decision-making, coordination and shared standards between WaterAid member countries.
- Support planned growth and open the way for more WaterAid member countries.
- License the WaterAid name and marks.

WaterAid member organisations collaborate globally and work together to deliver effectively our Global Strategy. The WaterAid UK Directors lead on ensuring global alignment and collaboration across the federation in their own areas of specialism.

