



Job description

Head of Programmes

Pakistan





Job Title: Head of Programmes	
Grade: G5	Department: Programme
Reports to (title): Country Director	Location: Country Office (Islamabad)
Direct Reports (titles): Country Director	
Key Relationships (titles): Manager Rural, Manager Urban and Manager Influencing and Enabling	

Purpose

WaterAid is on a mission to change normal for millions of people within a generation – by getting clean water, decent toilets and good hygiene to everyone, everywhere by 2030.

The Head of Programmes will be responsible to be accountable for leading WaterAid's Programme and Advocacy teams for the effective implementation of WaterAid's work through a programmatic approach that combines programmatic, learning, research and advocacy activities in collaborative partnerships with a range of organisations and to support the strategic designing and implementation of programmes for bringing about the transformational changes necessary to achieve sustainable WASH services for all.

Responsibilities

- Design and lead programs in line with the country strategy to ensure maximum impact and effectiveness and transformational change at scale
 - Provide direction to Programme Managers Rural and Urban for effective integration of programmatic and advocacy work.
 - Be an active member of the Senior Management Team (SMT) and contribute to strategic direction setting, organisational decision-making, effective management and a culture of openness and accountability.
 - Represent WaterAid, as recommended by the CD in relevant national CSOs, donors, and government forums related to WASH so as to influence thinking of other stakeholders on effective delivery of WASH, and build WaterAid's reputation as a sector leader
 - Initiate challenging and innovative programmes and ensure learning is applied for improved programme effectiveness and external influencing
 - Lead the integration of strategic themes, cross cutting issues, and implementation of global programme frameworks, policies, and standards throughout the organisation, and ensure that all programmes (at state or regional levels) are aligned with these
 - Manage and monitor expenditure against budgets for strategic and annual plans in the programme, adhering to financial guidelines, ensuring value for money, and acting as appropriate within delegated authorities
-
-



- Monitor the qualitative and quantitative outcomes and impacts of the country programme and partners' work, in collaboration with the Programme Quality team, to ensure successful implementation in line with the plan
- Ensure that any contractual requirements related to donor funded programmes/projects are fully committed to by all involved, effectively monitored and evaluated, and that appropriate plans for meeting them are made.
- Along with the Country Director and Manager Policy and Advocacy, represent WaterAid in relationships with senior decision-makers to persuasively advocate for WaterAid's change agenda
- Develop and strengthen effective partnerships, networks, and alliances among sector stakeholders, government counterparts, and NGOs involved in water and sanitation related activities to foster mutual learning and to identify innovations that would increase the efficiency and effectiveness of sector performance
- Encourage and actively promote cross sectoral linkages so that WASH is mainstreamed in other sectors and strong links are established with other sectors
- Contribute to regional and global programmes, as well as participating in regional and global initiatives
- Lead, manage, motivate, and develop team members in order to maximise their contribution to the team, organisation, and their own professional development
- Manage the performance and development of staff to create and maintain an effective, motivated team

Experience and Technical Skills

- Post-graduate degree in social sciences, WASH, or development economics. Proven experience of developing and leading programmes that deliver transformational change through the integration of learning
- Very strong strategic planning skills with demonstrated experience
- Proven experience of developing diverse donors' successful funding proposals
- Knowledge of policy and advocacy networks and social movements in Pakistan and the South Asia region

Skills and Abilities

- Demonstrated ability to build collaborative partnerships and alliances for effective programme development and implementation
 - In depth understanding of the WASH sector in Pakistan, key sector stakeholders and critical blockages
 - Understanding of rights based approaches to development and how they might apply to the WASH sector in Pakistan
-



Demonstrated ability to build collaborative partnerships and alliances for effective programme development and implementation

- In depth understanding of the WASH sector in Pakistan, key sector stakeholders and critical blockages
- Understanding of rights based approaches to development and how they might apply to the WASH sector in Pakistan
Excellent interpersonal and written communication skills
- Excellent interpersonal and written communication skills

Our people promise

We're looking for people who share a commitment to our vision, and a commitment to playing their part in changing normal. We're looking for people with an appreciation and respect for different people and ideas, and the energy and expertise to help tackle the most important challenges.

In return, you can expect to get inspiration from the change you help make happen, a sense of belonging and the feeling of being part of a global community. You will also experience stimulation and fulfilment, the chance to grow, and space to be yourself at your best.

This is our pledge to you.
