Job Description

Team Leader, CARFEWW Project
WaterAid is an international not-for-profit organisation, determined to make clean water, decent toilets and good hygiene normal for everyone, everywhere within a generation. WaterAid Uganda (WAU) is one of the Country Programmes of WaterAid global, established in 1982. In the past 40 years, WAU and its partners have transformed the lives of millions of people by bringing clean water, decent toilets, and hygiene closer to them.

Informed by 40-years of experience in Uganda, the Country Programme has developed its new strategy for the next five years (2023-2028) that is anchored on two aims: (i) Positioning WASH as essential for the health sector to improve public health and (ii) Strengthening the resilience of WASH to climate change.

WAU has cultivated a niche over the years as a development organization that advocates for the WASH rights of the poor and marginalized with a special focus on women and girls. WaterAid has remained resolutely focused on tackling these three essentials that transform people’s lives. Without all three, people can’t live dignified, healthy lives. With all three, they can unlock their potential, break free from poverty, and change their lives for good. Children grow up healthy and strong, women and men get to earn a living, whole communities start to thrive.

WaterAid is fully committed to protecting those with whom it comes into contact. WaterAid is committed to ensuring that wherever we work in the world there is no tolerance for the abuse of power, privilege or trust. WaterAid reinforces a culture of zero tolerance towards any form of inappropriate behaviour, discrimination, abuse, bullying, harassment, or exploitation of any kind. The safeguarding of the communities in which we work, our staff, volunteers and anyone working on our behalf, is our top priority, and we take our responsibilities extremely seriously. We are passionately committed to WaterAid being an organisation where everyone is welcome, respected, included and empowered to be their best. We represent and celebrate the diversity of our staff, partners and everyone with whom we work to create a culture where everyone can reach their full potential. All staff and volunteers are required to share in this commitment through our Global Code of Conduct.

We will conduct the most appropriate pre-employment references and checks to ensure high standards are maintained.

WaterAid will carry out disclosure checks for roles that involve direct contact with children and vulnerable adults. Applicants are required to provide details of convictions that, in other circumstances, would be considered spent. For more information about safeguarding at WaterAid, please visit our safeguarding webpage at: https://www.wateraid.org/uk/safeguarding-at-wateraid
Team Leader - CARFEWW

<table>
<thead>
<tr>
<th>Place of Work:</th>
<th>Mbale, Uganda</th>
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</thead>
<tbody>
<tr>
<td>Pay Band:</td>
<td>Grade F</td>
</tr>
<tr>
<td>Salary:</td>
<td>In line with WaterAid salary scale for grade</td>
</tr>
<tr>
<td>Contract Type:</td>
<td>Two-years, renewable. Full time</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Country Director</td>
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<tr>
<td>Manages:</td>
<td>Project Accountant and Monitoring, Evaluation and Learning Officer</td>
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<tr>
<td>Travel:</td>
<td>Frequent in-country travel involved</td>
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</tbody>
</table>

Project description

The Government of Uganda through the Ministry of Water and Environment has received grant from the Adaptation Fund to implement the Project - Enhancing Adaptation of Communities to Climate Change through Improved Early Warning Climate Resilient WASH Technologies and Catchment Management in Mpologoma Catchment-Uganda. The project will be implemented in Mpologoma Catchment-in Eastern Uganda over a duration of 4.5 years. The project is intended to increase the resilience of the communities to climate change risk of floods and landslides through sustainable community access to water, sanitation and hygiene services and integrated catchment management measures in upstream, midstream and downstream sub-catchments of Mpologoma catchment in Eastern Uganda.

The Ministry of Water and Environment will be the Implementing Entity of the Project while WaterAid Uganda (WAU) will be the Executing Entity of the project with support of the Directorate of Water Resources Management (DWRM). WAU will be responsible for project management and project execution while DWRM will provide operational oversight through its regionally based implementation unit of Kyoga Water Management Zone.

Considering that the project is multi-sectoral and multi-disciplinary it will be coordinated by a well experienced team of experts that will include a Team Leader.

Job Purpose Summary

The Team Leader will be primarily responsible for overseeing and coordinating the “Enhancing community adaptation to climate change through climate resilient flood early warning, catchment management and wash technologies in Mpologoma catchment (CARFEWW) project including coordination of executing partners. Additionally, he/she will support the implementation of the WASH component of the project that is lead by WAU.
He/she will actively work towards incorporating climate change adaptation, resilience, and early warning measures within the designated project areas. S/he will engage in cross-functional work within the organisation and collaborate with various stakeholders to prioritise impactful programmatic developments. He/she will support the development of targeted and effective WASH adaptation and resilience strategies tailored specifically to the Mpologoma catchment area. Furthermore, he/she will actively engage in advocacy and policy activities related to these strategies.

In addition to managerial responsibilities, the postholder will oversee all aspects of the project, including monitoring, evaluation, and reporting to the Ministry of Water and Environment, which is the National Implementation Entity for the project. It will be crucial for her/him to cultivate and maintain strong partnerships with key stakeholders, including the National Steering Committee and local partners engaged in project implementation activities.

**KEY RESPONSIBILITIES:**

**Technical leadership and management**

- Provide effective leadership and management oversight to ensure the project is delivered with high quality and within the specified time.
- Lead the coordination efforts among implementing partners to ensure efficient and timely project planning, implementation, and project delivery, ensuring that activities are aligned with the project objectives.
- Foster innovation in climate mitigation and resilience efforts by supporting the adoption of best practices within the catchment region, leveraging our experience and comparative advantage.
- Take overall responsibility for the implementation of the project budget, providing leadership and transparency, while keeping stakeholders and partners informed, ensuring corrective actions are promptly addressed.
- Guarantee that all donor reports pertaining to project activities are submitted in strict compliance with donor and government requirements as well as internal WaterAid requirements.
- Oversee project work planning, performance management, and strategic communications, including with Ministry of Water and Environment, key stakeholders, and development partners.
- Maintain effective communications regarding project matters with the Ministry of Water and Environment, who serves as the National Implementing Entity and has overall responsibility for overseeing and managing the project.
- Liaise with and maintain effective working relations with senior Government officials, stakeholders, international organisations, private sector partners, NGOs, civil society, executing partners and community members.
- Be accountable for the overall performance of the project, including the compilation and delivery of annual work plans.
• Enhance the capacity of executing partners in essential technical approaches relevant to climate mitigation and resilience.
• Coordinate the activities of the Steering Committee and ensure agreed-upon actions are effectively followed up.
• Ensure appropriate direction and prioritisation of tasks for staff under her/his leadership.

Programme Quality and Learning
• Ensure that the relevant project monitoring plans and systems for identifying and tracking the indicators and forms to support monitoring and inform learning are established and implemented.
• Promote and monitor integrated programming in a way that increases overall impact of climate resilience programmes at the community level.
• Work with implementing partners to understand impacts, operational challenges, and continuously identify opportunities for learning and improvement.
• Contribute towards the creation of an organisational learning culture that promotes the use of data, evidence and analysis and understands its link to quality and accountable programming.

Other Tasks
• Comply with WaterAid’s policies and practice with respect to safeguarding, code of conduct, health and safety, equal opportunities and other relevant policies and procedures.
• Ensure the security, health and wellbeing of project staff and that staff management and other processes and policies and systems reflect WaterAid principles of equity and fairness.
• Undertake other duties commensurate with the grade.

JOB REQUIREMENTS / PERSON PROFILE:

Essential
• Advanced degree (master’s degree or higher), in Climate Change, Natural Resources and Environment Management, Water Resources Management, Water Resources Engineering, Public Health or other related fields.
• Wealth of management experience, with a minimum of ten (10) years spent in a senior project management role within a reputable organization.
• A minimum of five (5) years of experience in the implementation of projects related to climate change adaptation and resilience.
• A broad understanding of the various aspects of climate change adaptation methods, tools, and frameworks.
• Proven experience in designing and managing complex projects with multiple stakeholders under rigorous deadlines.
• Solid understanding of the funding process, from proposal design to post-implementation and close-out and experience in managing large donor funded projects.
• Substantial skills and field experience of project and programme design, management, monitoring, and evaluation.
• Experience in budget monitoring and management; exceptional analytical skills, high degree of proficiency in MS Office (especially Excel) and superb attention to detail.
• Demonstrated ability to coach and train others in the project design, implementation, and relevant technical work.
• Strong negotiation, influencing and networking skills; proven ability to build strong working relationships with colleagues and a variety of stakeholders and developing key strategic and operational partnerships at different levels.
• Ability to engage and build and maintain relationships with a variety of stakeholders in a manner respectful of local culture and customs.
• Ability and experience to speak in public, maintaining a positive presence, and communicating clearly with the audience to convey their ideas.
• Professional manner with excellent oral and written communication skills (including report writing) in English.
• Demonstrated creative approach to problem-solving, ability to prioritize, sound judgement and proven ability to exercise discretion and maintain confidentiality.
• Positive and flexible approach to collaborating across teams and functions towards shared goals.
• Ability to manage time effectively, work under pressure and meet deadlines.
• Ability to travel domestically, and maturity to achieve and maintain work/life balance.
• Commitment to WaterAid's values and a working style that reflects these.

Apply
If you are interested in the position and have the right skills and attributes, send your Job application with a cover letter to waurecruitments@wateraid.org using Team Leader as the subject of the email by 15 January 2024

Please note: To apply for this role you must be able to demonstrate your eligibility to work in Uganda.