



## Job Description

**Country Director –  
Bangladesh**



## INTRODUCTION

Dear Candidate

Thank you for your interest in WaterAid. If successful you will be joining us at a really exciting time and helping us to deliver our ambitious plans for the future.

WaterAid works with people in the world's poorest countries to provide access to safe water, sanitation and improved hygiene. To sustain our work we work through partner organisations in Africa, Asia and the Pacific region including governments, NGOs, academic and technical institutions and the private sector. Our partner organisations deliver services, carry out policy influencing work and campaign globally to realise our vision of a world where everyone has access to safe, affordable and accessible water, sanitation and hygiene. Our ambition is to reach everyone, everywhere with safe water, sanitation and hygiene by 2030.

In Bangladesh our work revolves around supporting our global mission directly through strategic service delivery with local partners, and indirectly through policy and advocacy work and by contributing to knowledge and best practices to the water, sanitation and hygiene (WASH) sector. We partner with national and local governments, non-governmental organisations, private sector actors, research and academic institutions, community-based organisations and young volunteers to bring comprehensive WASH solutions that integrates WASH with health, education and nutrition for holistic programs that deliver on multiple fronts.

This role offers a great opportunity to shape and lead the organisation on this exciting journey as we seek to achieve universal access to WASH for all people.

We are looking for an inspiring leader, who is politically savvy, a strategist and a change-leader who is able to lead WaterAid Bangladesh and command credibility with external audiences including government, civil society, donors, and all our other stakeholders. Significant international experience, including experience of working in an international, multi or bilateral agency or corporation, will be desirable. The preferred candidate will also bring strong organisation and business development skills, proven change management experience, great influencing ability and a passion for our work.

We look forward to applications from relevant candidates to help us maximise WaterAid's impact in Bangladesh and across the South Asia region.

***Tom Palakudiyil***

**Regional Director, South Asia**

## Job Description: **Country Director, Bangladesh**

<b>Place of work:</b>	Dhaka
<b>Reports to:</b>	Regional Director , South Asia
<b>Managing:</b>	Senior Management Team
<b>Budget responsibility:</b>	Around 10 million GBP

### Introduction

WaterAid Bangladesh was established in 1986 to improve WASH access for marginalized communities living in poverty. With over 30 years of experience, WaterAid Bangladesh is one of the country's leading WASH organizations, working with communities and using affordable appropriate technologies to help meet their water and sanitation needs. WAB has successfully developed and implemented model approaches for providing sustainable community-managed WASH services and facilities for people living in poverty in different hydro-geological contexts. WAB has supported and implemented projects in all the divisions of the country. WAB projects concentrated mostly in districts of Rangpur, Sylhet, Khulna, Dhaka divisions of the country addressing the coastal and hilly area contexts along with the rural and urban contexts of WASH.

### Primary Purpose

The primary purpose of the Country Director (CD) is to provide leadership to the Country Programme (CP) and to contribute to the regional, pan Asia and global leadership of WaterAid. The CD achieves this by steering the direction of the CP, empowering and developing staff and partners and influencing public and private institutions on the impact that improvements in safe water and improved sanitation and hygiene can make to the poorest and most excluded - therefore contributing to wider poverty reduction and human development.

### Key Accountabilities

1. Provide strategic leadership to the country team promoting a management culture that is supportive, empowering and collaborative.
2. Build, lead and manage high performing and diverse teams by creating an environment that enables staff to maximise their potential and facilitates high performance.
3. Develop and deliver the country programme strategy and multi-year plans in line with WaterAid's Global Strategy, organisational principles and values. Link programme practice and policy to maximise our impact.
4. Lead planning and interventions to ensure that WaterAid Bangladesh is acknowledged as a leader in the sector.

5. Ensure the successful, on time, delivery of country strategy; and all annual plans and budgets. Provide quality assurance in terms of delivery of plans, capacity development and programme quality, monitoring and evaluation.
6. Represent WaterAid externally, ensuring that WaterAid's vision, mission, values and aims are communicated in a compelling way. Facilitate the building of relationships between partners, staff and other stakeholders.
7. Accountable for the effective and efficient use of WaterAid's financial resources; transparent management and reporting of all income streams and compliance with restricted funding contractual obligations.
8. Actively facilitate and strengthen relationships amongst sector actors; represent WaterAid within the sector, build in country and regional networks, identify and influence key stakeholders to strengthen the WASH sector, maintain strong external relationship including government, key INGOs, donors, academic, media and research institutes.
9. Contribute as a member of the global and regional leadership teams of WaterAid to support organisational effectiveness and development. Engage and collaborate at regional and global levels on strategic, thematic and learning priorities as appropriate.
10. Lead the process of country strategy development and maintain the approach to ensuring that the CP has integrated Rights, Equity and Inclusion into its work as well as being a diverse and inclusive place to work.
11. Promote fundraising from all acceptable sources and support fundraisers in UK and members countries; and understand the local funding context and identify appropriate funding opportunities to increase income.
12. Develop thorough understanding of the external environment we are operating in, identify and manage risk to ensure appropriate health and safety, safeguarding and security procedures are in place.
13. Ensure that WA's global policies are adapted to the country context (as appropriate) and adhered to; represent WA's stated global positions on key development issues effectively, adapting it to the country context as appropriate.



## Person Specification

### Education

**Essential** : Master's degree qualification in a relevant subject ( development studies, social sciences, health, educations or civil engineering)

### Experience

Essential	Desirable
<ul style="list-style-type: none"> <li>• Extensive proven experience of working at a senior level with strategic leadership, management and financial accountabilities.</li> <li>• Track record of leading and managing a multi-disciplinary team of professionals, preferably in water and sanitation sector.</li> <li>• Ability to develop long term strategic plans at an organisational level within a country and further develop operational short and medium term plans.</li> <li>• Track record of developing strategic and operational partnerships with national level NGOs and government authorities for programme, policy and advocacy interventions.</li> <li>• Proven record of raising funds from government and/or international agencies (bilateral/multilateral), managing large budgets with diverse international donor base.</li> <li>• Successful engagement with national governments, bilateral and multi-lateral agencies on policy influencing.</li> <li>• Proven leadership and empowering management style which builds trust and high performing diverse teams.</li> <li>• A sound understanding of international development (policy and programme), especially in the water and sanitation sector in developing countries.</li> <li>• A strong commitment to gender sensitive, inclusive and pro-poor development work.</li> <li>• A commitment to WaterAid's values and approach.</li> <li>• Proven track record of successful advocacy. Ability to plan own work, setting priorities and completing it under pressure or when faced with competing demands.</li> </ul>	<ul style="list-style-type: none"> <li>• Track record of leading a country office in an international development organisation</li> <li>• Proven experience in managing organisational growth and change.</li> <li>• Experience of leading on participative monitoring and impact assessment missions.</li> <li>• Experience of working in Bangladesh</li> <li>• Significant experience of community-based water supply, sanitation and hygiene promotion projects in urban and rural settings.</li> <li>• Experience of institutional strengthening within a local NGO environment</li> <li>• A good understanding of participative hygiene promotion approaches and methodologies.</li> <li>• Ability to communicate clearly in a relevant local language</li> </ul>

Interested candidates may send their letter of motivation along with an updated CV to: [SouthAsiaJobs@wateraid.org](mailto:SouthAsiaJobs@wateraid.org) by **28th July 2019**. The post is open to Bangladeshi nationals or those with a valid work permit to work in the country.

**Please be informed that only short listed candidates will be contacted.**