

Call for Applications

GWP Africa Water Investment Programme Water Climate Development and Gender Transformation (AIP WACDEP-G)

Position: Regional Technical Assistant in Water Climate Resilience and Gender Equality

Global Water Partnership in West Africa (GWP-WA) (<https://www.gwp.org/en/GWP-West-Africa/>) seeks applications from suitable candidates to recruit a full time Regional Technical Assistant in Water Climate Resilience and Gender Equality. The mission of the Technical Assistant consists of effectively and efficiently supporting GWP-WA and its partners in implementing the Africa Water Investment Programme (AIP) Water Climate Development and Gender Transformation (AIP WACDEP-G) at national and regional levels in West Africa.

Candidates meeting the required profile described in the Terms of Reference below are invited to submit their application electronically no later than **September 18, 2020 at 6 p.m. (Burkina Faso Local Time) at the email address gwp.westafrica@gwpao.org.**

Global Water Partnership West Africa

The Global Water Partnership (GWP, <https://www.gwp.org/>) is an international non-profit network organization created in 1996. With a diverse partnership of more than 3000 organizations from 178 countries, including governments, the private sector, civil society groups, the GWP network is made up of 13 Regional Water Partnerships including Regional Water Partnership of West Africa (GWP-WA) and 85 Country Water Partnerships (CWPs), which are neutral platforms for dialogue on development policies from the bottom to the top.

GWP-WA (<https://www.gwp.org/en/GWP-West-Africa/>) was formally established in March 2002 to help States of West Africa to translate into concrete actions the principles identified at the Dublin (1992) and Rio (1992) Conferences on sustainable water resources management. There are currently thirteen (13) CWPs in West Africa.

The vision of GWP and GWP-WA is for a world in which water security is ensured for all. GWP's mission is to advance the governance and the management of water resources for sustainable and equitable development.

Under its 2020 - 2025 Strategy^{1,2}, the entire GWP's Network commits to contribute to water security for sustainable, inclusive and resilient development. To this end, GWP defines its work through three priority actions, namely:

- Water solutions for sustainable development goals;
- Climate resilience through water and
- Transboundary cooperation in the water sector.

¹ https://www.gwp.org/globalassets/global/about-gwp/strategic-documents/gwp_summary_trifold_web_fr-web.pdf

² https://www.gwp.org/globalassets/global/about-gwp/strategic-documents/gwp_full_strategy_fr_web.pdf

With the adoption of the Sustainable Development Goals (SDGs), gender equality is placed at the heart of the 2030 Agenda for Sustainable Development through SDG 5: “Achieve gender equality and empower all women and girls”. GWP has been advancing gender issues based on its Gender Strategy and more recently its “Gender Action Piece” through which it continues to play a crucial role in promoting gender issues in water resources management by supporting water sector stakeholders in their efforts to ensure equity through sustainable management and development of water resources.

As part of the implementation of the 2020 - 2025 Strategy of the Network and its Gender Strategy and “Gender Action Piece”, GWP developed the Africa Water Investment Programme (AIP) Water Climate Development and Gender Transformation (AIP WACDEP-G). The funding for the programme has been approved by the Austria Development Agency (ADA). The program will be implemented across the five GWP Regional Offices in Africa including GWP-WA.

Africa Water Investment Programme

The goal of the Africa Water Investment Programme is to transform and improve the investment outlook for water security and sustainable sanitation for a prosperous, peaceful and equitable society. AIP aims to leverage \$30 Billion in investments, by 2030, towards SDG 6 implementation. The overall objective is to enhance job creation through gender sensitive investments in water security, industrialization and climate resilient development.

The programme will be implemented through three interrelated Sub-programms as follows:

- AIP Water Climate Development and Gender Transformation (AIP WACDEP-G);
- AIP investments in SDGs on water-energy-food security, regional value chains and industrialization (AIP SDG WEF Investments);
- AIP Transboundary Water Governance and Investments (AIP Transboundary Waters).

The AIP implementation will initially focus on support to the AIP-WACDEP-G and its scope and this will be later expanded to all AIP sub-programmes once resources become available.

AIP Water Climate Development and Gender Transformation

AIP Water Climate Development and Gender Transformation (AIP WACDEP-G) sub-programme takes a gender-transformative approach to address a specific gender gap at the systemic level: Across Africa, planning, decision-making and institutional processes are not gender-transformative; they reflect the structurally embedded cultural norms, practices and gendered power relations.

The **goal of the AIP-WACDEP-G** is to ensure that the preparation, development, design, governance and management of ongoing and new climate resilient water infrastructure investments, institutions and job creation interventions strategically advance gender equality.

The overall objective is to transform gender inequalities at scale by promoting gender-transformative planning, decision-making and institutional development for climate resilient water investments in Africa.

The sub-programme is expected to be a ‘game changer’ across the water sector and beyond, addressing gender inequalities across Africa by taking a gender-transformative approach to development at the water and climate interface.

The envisioned system-wide transformation will be achieved by influencing country-wide processes for water infrastructure investments in 18 countries and 5 river basins across Africa.

The sub-programme will support and benefit 3.6 million people over the course of 6 years. Targeting to influence \$1 billion of gender equal and climate resilient investments from public and private sources.

The expected outcomes of the AIP-WACDEP-G sub programme are:

- Gender-transformative structures, institutions, policies and/or plans for climate resilient water investments and jobs are put in place and implemented;
- Capabilities and motivation of planners to enable gender-transformative planning and design of climate resilient investments developed;
- Embedded gender inequalities in accessing services, control of resources and/or assets are addressed at the local level;
- Gender-transformative projects are implemented and inequalities related to climate vulnerability are addressed.

The AIP-WACDEP-G is structured around three (03) main components:

- Component 1. Gender-transformative change for implementation of climate-resilient water investments;
- Component 2. Mobilizing partnerships and building motivation, capabilities and opportunities for transforming structurally embedded unequal power relations;
- Component 3. Agile learning from implementation of local pilot projects.

The first phase of the AIP WACDEP-G, 2020-2022 will be implemented in 5 countries and 5 transboundary basins. For the region of West Africa, the program will be implemented in Benin and in the Volta basin and at the regional level.

Terms of reference for the recruitment of a Regional Technical Assistant in Water Climate Resilience and Gender Equality

Organization	<ul style="list-style-type: none">• Global Water Partnership West Africa
Duty station	<ul style="list-style-type: none">• GWP-WA Regional Executive Secretariat located in Ouaga 2000, Ouagadougou, Burkina Faso
Publication date	<ul style="list-style-type: none">• 20 August 2020
Closing date	<ul style="list-style-type: none">• 18 September 2020 at 6 p.m., Burkina Faso Local Time
Supervisor:	<ul style="list-style-type: none">• GWP-WA Regional Executive Secretary
Contract duration:	<ul style="list-style-type: none">• 1-year renewable
Service starting date:	<ul style="list-style-type: none">• 1 October 2020

1. Tasks and responsibilities

Under the direct supervision and guidance of the Regional Executive Secretary, the mission of the incumbent will consist of supporting in both the technical implementation and the coordination in carrying out the AIP WACDEP-G activities at national, transboundary and regional levels in West Africa.

Specifically, the Regional Technical Assistant in Water Climate Resilience and Gender Equality will be technically responsible for aspects related to climate resilience and gender transformative approaches of AIP WACDEP-G at national, transboundary and regional levels in West Africa.

AIP- WACDEP-G will have its own program document and workplan in Benin, with a dedicated Country Program Manager. For what concerns this country, the Regional Technical Assistant will work closely with the Country Program Manager to support implementation from the regional level and ensure that implementation is carried out in a manner that conforms to WACDEP-G strategic directions and approach.

The Regional Technical Assistant is expected to work across programs and projects of GWP-WA in a way that supports the operationalization of the GWP Gender Strategy and the Gender Action Piece that promotes “gender equality and inclusion in water resources management”. At the same time s/he will support horizontally GWP-WA’s 3-year work program and annual work plans to deliver gender-targeted results within the framework of the Strategy 2020-2025 of GWP. She/he will also identify opportunities for further program development and engage in resources mobilization.

This position requires multi-tasking abilities, delivery capacity, skills in managing partnerships, and attention to detail and timelines. The position requires an individual with ability to analyze, design, mobilize resources, implement, monitor, report and follow-up multi-level political and technical processes and activities, in a proactive manner; and, ability to prioritize and work under pressure. The position involves travels West African countries and at the international level.

Specifically, the Regional Technical Assistant will have to perform the following tasks:

1.1. Ensure the development of the program in alignment with the AIP WACDEP-G's strategic direction and the specific needs at the regional level in West Africa

- Ensure the development of AIP WACDEP-G program documents for the regional level;
- Support gender analysis work to be carried out in countries and at the regional level;
- Ensure the undertaking of the situational analysis in terms of climate resilience, water security, gender equality, stakeholders/institutions and related areas, and the identification of entry points for the program at the regional level;
- Develop detailed work plans, budgets and capacity building plans for AIP WACDEP-G at the regional level;
- Identify opportunities for program development and ensure the development of concept notes and proposals for resource mobilization to ensure continuity of AIP-WACDEP-G from the regional level.

1.2. Guide and ensure effective implementation of work plans for AIP-WACDEP-G from the regional level in West Africa

- Ensure effective implementation of AIP-WACDEP-G at the regional level;
- Map out key stakeholders at regional (West Africa) and transboundary (Volta Basin) levels that will have role in implementing AIP-WACDEP-G;
- Assess roles (powers) and interests of identified key stakeholders in relation to implementing AIP-WACDEP-G;
- Develop stakeholders' engagement strategy for implementing AIP-WACDEP-G at regional and transboundary levels;
- Establish relationships with relevant government and non-government actors such as organizations dealing with gender, climate, water, finance and planning;
- Ensure the development and the effective implementation of gender focused capacity building activities of the program; and facilitate policy level engagements at transboundary and regional levels;
- Support the process of selecting and implementing demonstration projects in countries, making sure that the projects are oriented to a gender transformative approach;
- Promote a Gender Transformative approach in other relevant climate programs/projects at the regional level;
- Provide guidance to consultants that will be engaged during the implementation of the program at regional level;
- Support the activities of Country Water Partnerships and partners networking and information sharing.

1.3. Coordinate and ensure programme monitoring and evaluation, for effective Communication and knowledge management.

- Collect gender related gender-disaggregated data and information during the implementation of the program at regional, transboundary and country levels;
- Make sure that program reports (monthly, quarterly and annual) have gender disaggregated data/information;
- Make sure that all reports are contributing to the gender related targets of the Program;
- Review program progress reports and provide feedback for improvement;
- Prepare and submit to GWP-WA Regional Executive Secretary monthly program implementation progress updates;

- Capture key program outputs/outcomes and lessons generated from the processes and activities of implementing the program as well as for other associated processes mainly focusing on gender aspects;
- Document processes and experiences at the regional and transboundary levels related to gender;
- Develop knowledge materials (technical notes, articles, fact sheets, program briefs, etc.) based on the results and lessons from program implementation, and also for other related processes;
- Identify platforms and develop strategies on how to use existing platforms to promote a gender transformative approach at regional, transboundary and country levels;
- Facilitate sharing of lessons among the stakeholders at the regional level;
- Prepare and submit to GWP-WA Regional Executive Secretary quarterly and annual narrative and financial reports;
- Coordinate program evaluation and audit when requested by GWP-WA Regional Executive Secretary;
- Work closely with the Communication and Knowledge, and Administration and Finance teams of CWPs and the Regional Executive Secretariat of GWP-WA.

1.4. Mainstream gender across GWP-WA's thematic areas

- Develop an action plan that identifies opportunities and entry points for mainstreaming gender and women empowerment in GWP-WA programmes, and facilitate GWP-WA's efforts in systematic mapping and analysis of on the ground experiences relating to gender and water;
- Develop region-focused operational guidelines on how to incorporate gender and water into project and programme design at all levels of the GWP-WA work:
 - Assist and advise GWP-WA Regional Executive Secretary and Executive Secretaries of CWPs from West Africa on designing, implementing and monitoring progress of gender-related activities and work plans;
 - Act as resource person for CWPs from West Africa in capacity building, knowledge sharing events and other relevant activities on gender and women's empowerment in relation of GWP-WA's work.
- Undertake any other gender related activities requested by the GWP-WA Regional Executive Secretary.

1.5. Assurer other Duties

- Participate in GWP-WA Program coordination meetings (physical and online);
- Assist with requests that may come from CWPs in West Africa.

2. Requirements

The Regional Technical Assistant in Water Climate Resilience and Gender Equality defined in this ToR requires a high level technical/professional expertise. Interested applicants are required to have the following qualifications and experiences:

- be a national of one of ECOWAS Member Countries;
- hold a minimum qualification with Master's degree in the water or environment sectors, development studies, gender studies, social sciences, or related field;

- have an understanding of development issues including gender inequality and understanding of the institutional and policy environment around water security, climate resilience building and gender equality in countries as well as at transboundary and regional levels;
- have at least eight (8) years of relevant experience in the field of climate change, water and natural resources with focus around policy analysis and development, stakeholder engagement and project management. Ability/experience to develop trainings and experience with facilitating training/meetings/event will be an advantage;
- have at least cinq (5) years of working experience in the region of West Africa preferably in both : (i) the development of concept notes and bankable project documents targeting climate finance mechanisms and the water sector related funding facilities and (ii) gender equality and social inclusion, women empowerment and gender mainstreaming areas;
- have both demonstrated teamwork skills and ability to work independently and an ability to work independently, good analytical skills, very good organizational and task management skills, and report writing skills;
- have a perfect written and spoken command of French and English and be able to work in both languages;
- have experience of collaborating and/or working with government institutions and agencies;
- justify demonstrate skills in communication and partnership management, with a good knowledge of the political environment in countries and at the regional level.

3. Working conditions

The successful candidate will be offered a contract for a period of one (01) year, renewable with a trial period of three (03) months.

The position is based within the GWP-WA Regional Executive Secretariat in Ouagadougou, in Burkina Faso, but the work may require travel to other countries in West Africa and beyond.

GWP-WA offers a competitive salary and benefits related to qualifications and relevant experience.

The successful candidate will work under regular working hours of Staff of GWP-WA Regional Executive Secretariat, in accordance with the organization's rules and in compliance with the laws and rules of Burkina Faso, GWP-WA's headquarters country. However, the position may require, for short periods and durations, working outside normal working hours.

4. Application process

Interested candidates meeting required qualifications and experience for this position are invited to submit their applications including:

- a letter of motivation clearly indicating the title of the position, addressed to the Regional Executive Secretary of GWP-WA;
- a detailed curriculum vitae signed and accompanied by the names and contact details of three (3) professional referees, including those of a recent employer;
- a copy of diplomas and certificates.

Female candidates are strongly and particularly encouraged to apply.

Applications **clearly indicating “*Application for the position of the Regional Technical Assistant in Water Climate Resilience and Gender Equality for AIP-WACDEP-G West Africa*”** must be submitted no later than **September 18, 2020 at 6 p.m. (Burkina Faso Local Time)** at the following email address gwp.westafrica@gwpao.org.

Only short-listed candidates will be contacted, to attend the next step of the process.