

## Call for Application

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

#### Position: Country Program Manager

Country Water Partnership Benin (CWP-Benin, <https://gwppnebenin.org/>), in collaboration with 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 Country Program Manager. The mission of the Country Programme Manager consists of effectively and efficiently supporting CWP-Benin and its partners in implementing the Africa Water Investment Programme (AIP) Water Climate Development and Gender Transformation (AIP WACDEP-G) at local and national levels in Benin.

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. (Benin Local Time) simultaneously at the email addresses [contact@gwppnebenin.org](mailto:contact@gwppnebenin.org) and [gwp.westafrica@gwpao.org](mailto:gwp.westafrica@gwpao.org).**

#### Global Water Partnership West Africa and Country Water Partnership Benin

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<sup>1 2</sup>, 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.

(i) Water solutions for sustainable development goals; (ii) Climate resilience through water and (iii) Transboundary cooperation in the water sector. Through these anchor areas, the

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<sup>1</sup> [https://www.gwp.org/globalassets/global/about-gwp/strategic-documents/gwp\\_summary\\_trifold\\_web\\_fr-web.pdf](https://www.gwp.org/globalassets/global/about-gwp/strategic-documents/gwp_summary_trifold_web_fr-web.pdf)

<sup>2</sup> [https://www.gwp.org/globalassets/global/about-gwp/strategic-documents/gwp\\_full\\_strategy\\_fr\\_web.pdf](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 Country Program Manager in Benin**

<b>Organization</b>	<ul style="list-style-type: none"><li>• Country Water Partnership Benin</li></ul>
<b>Duty station</b>	<ul style="list-style-type: none"><li>• CWP-Benin National Executive Secretariat located in Cotonou, Benin</li></ul>
<b>Publication date</b>	<ul style="list-style-type: none"><li>• 21 August 2020</li></ul>
<b>Closing date</b>	<ul style="list-style-type: none"><li>• 18 September 2020 at 6 p.m., Benin Local Time</li></ul>
<b>Supervisor:</b>	<ul style="list-style-type: none"><li>• CWP-Benin National Executive Secretary</li></ul>
<b>Contract duration:</b>	<ul style="list-style-type: none"><li>• 1-year renewable</li></ul>
<b>Service starting date:</b>	<ul style="list-style-type: none"><li>• 1 October 2020</li></ul>

### ***1. Tasks and responsibilities***

Under the direct supervision and guidance of the Executive Secretary of the CWP Benin, and in close collaboration with GWP-WA Regional Executive Secretariat, the mission of the incumbent will consist of supporting in both the technical development, coordination and implementation of AIP WACDEP-G portfolio and activities at local and national levels in Benin.

The Country Programme Manager is expected to work across programs and projects under the implementation of AIP-WACDEP-G in Benin. At the same time, she/he will support horizontally CWP-Benin's 3-year work programs and annual work plans 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 travel within the country as well as at regional in West Africa and international levels.

Specifically, the Country Programme Manager will have to perform the following tasks:

#### ***1.1. Ensure the development of the country program in alignment with the AIP WACDEP-G's strategic direction and the specific needs of Benin***

- Ensure the development of a Country AIP WACDEP-G program document for Benin;
- Ensure 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 in Benin;
- Ensure the capacity needs assessment (gender) for Benin;
- Develop detailed program work plan, budget and capacity building plan for AIP WACDEP-G in Benin;
- Identify opportunities for program development, and ensure the development of concept notes and proposals for resource mobilization to ensure continuity of AIP-WACDEP-G in Benin;

- Manage the AIP WACDEP-G Benin portfolio.

**1.2. Guide and ensure effective implementation of work plans for AIP-WACDEP-G in Benin**

- Ensure effective implementation of AIP-WACDEP-G in Benin;
- Map out key stakeholders at local and national levels that will have role in implementing AIP-WACDEP-G in Benin;
- Assess the roles (powers) and interests of identified key stakeholders in relation to implementing AIP-WACDEP-G in Benin;
- Develop stakeholders' engagement strategy for implementing AIP-WACDEP-G in Benin;
- Coordinate program activities that involve various stakeholders at various levels in Benin;
- Coordinate administrative, logistics and financial support to program activities in Benin;
- Mobilize partners that will be engaged in program implementation at local and national 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 with support from CWP-Benin at local and national levels;
- Lead the process of selecting and implementing a demonstration project in Benin, making sure that the project is oriented to a gender transformative approach;
- Promote a Gender Transformative approach in other relevant climate programs/projects in Benin;
- Provide guidance to consultants that will be engaged during the implementation at local and national levels;
- Support the activities of Benin Country Water Partnership, including partners networking and information sharing.

**1.3. Contribute to implementation of demonstration initiatives of WACDEP-G**

- Develop and maintain working relationships with key CWP-Benin partners on water and gender at local and national levels in Benin;
- Ensure smooth development and implementation of demonstration initiatives on gender, climate resilience and water;
- Mobilize and supervise consultants and partner NGOs to support implementation of demonstration activities.

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

- Review program progress reports and provide feedback for improvement;
- Prepare and submit to CWP-Benin 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 related to gender at local and national levels in Benin;

- 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 local and national levels in Benin;
- Facilitate sharing of lessons among the stakeholders in Benin;
- Prepare and submit to CWP-Benin Executive Secretary quarterly and annual narrative and financial reports;
- Coordinate program evaluation and audit when requested by CWP-Benin Executive Secretary;
- Work closely with the Communication and Knowledge, and Administration and Finance teams of CWP-Benin and the Regional Executive Secretariat of GWP-WA.

### **1.5. Ensure other Duties**

- Participate in CWP-Benin Program coordination meetings (physical and online);
- Assist with requests that may come from Local Water Partnerships established by CWP-Benin.

## **2. Requirements**

The Country Programme Manager position defined in this TOR requires a high level technical/professional expertise. Interested applicants are required to have the following qualifications and experiences:

- hold a citizenship of Benin;
- hold a minimum qualification with Master of Science Degree in water resources management, climate change, environmental protection or related areas;
- 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 Benin;
- have at least six (6) 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 four (4) years of working experience in Benin preferably in the development of concept notes and bankable project documents targeting climate finance mechanisms and the water sector related funding facilities;
- 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 CWP-Benin Executive Secretariat in Cotonou, Benin, but the work may require travels within Benin, to other countries in West Africa and beyond;

CWP-Benin offers a competitive salary and benefits related to qualifications and relevant experience;

The successful candidate will work under normal working hours in accordance with the organization's rules. However, the position may require working outside normal working hours.

The successful candidate will work under regular working hours of Staff of CWP-Benin Executive Secretariat, in accordance with the organization's rules and in compliance with the laws and rules of Benin. 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 National Executive Secretary of CWP-Benin;
- 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 must be submitted no later than **September 18, 2020 at 6 p.m. (Benin Local Time)** clearly indicating ***“Application for the position of the Country Program Manager of AIP-WACDEP-G -Benin”*** physically sent simultaneously to both email addresses [contact@gwppnebenin.org](mailto:contact@gwppnebenin.org) and [gwp.westafrica@gwpao.org](mailto:gwp.westafrica@gwpao.org).

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