

## Annex I. Terms of Reference

<b>Job title:</b>	<b>Senior Private Sector Engagement Specialist for Water</b>
<b>Reports to:</b>	<b>Chief Operations Officer (COO) of the Global Water Partnership Organisation (Stockholm), and (dotted line) the Regional Coordinator of the Global Water Partnership – Mediterranean (Athens)</b>
<b>Duty station:</b>	<b>Athens <i>or</i> locations of GWP-Med Offices <i>or</i> home-based</b>
<b>Contract duration:</b>	<b>One year, with potential renewal</b>
<b>Apply by:</b>	<b>14 August 2020</b>
<b>Starting date:</b>	<b>As soon as possible</b>

**The ToR were updated on 15.30 CET of 14 July**

### BACKGROUND

GWPO, in collaboration with GWP-Med, is looking to identify an innovative, passionate and determined Senior Private Sector Engagement Specialist who will bring her/his background in water resources management to bear in developing programs and services that will help the Network mobilize private sector groups and entities for effective and sustainable water resources management around the world.

The private sector is a key player – in the increasingly challenging contexts for providing accessible and clean water and sanitation while managing water scarcity, water pollution, and floods, and in finding and implementing effective, equitable, and long-term sustainable solutions for these challenges. The demand for water from the private sector is expected to drastically increase in coming decades - especially in agriculture, manufacturing, and energy production and distribution – whilst reliable water resources are under threat from pollution, overexploitation and climate change. Large corporates, small and medium-sized enterprises, privately managed utilities, privately funded infrastructure developers, privately run financial services providers as well as start-ups and technology providers are all part of the eco-system that needs to be mobilized for managing the growing risks and demands associated with water in a future moulded by climate change and water scarcity. GWP's Regional and Country Water Partnerships, already well functioning multi-stakeholder platforms with government agencies and civil society, are looking for new ways to effectively mobilize private sector groups and entities to collaboratively help address these challenges as part of broader stakeholder platforms and innovation initiatives.

### SCOPE OF POSITION

The Senior Private Sector Engagement Specialist designs, helps fundraise for and delivers programs that create space for GWP Regional Water Partnerships and Country Water Partnerships to mobilize private entities and water-related service providers to constructively engage with water resources management processes and institutions. The Senior Specialist will work primarily along the following areas identified in GWP's 2020-2025 Strategy, through which the position will mobilise private sector

engagement where we see key water challenges coincide with GWP's role, structure, and competencies:

- Focus on highly water-relevant sectors. The choice of sectoral engagement will vary, depending on the country or region, and it will be driven by the relevance of a particular sector to water management challenges and solutions. From a global perspective, key sectors will include mining, textiles, food/agriculture, the financial and insurance sectors, water service providers, and products (including for off-grid solutions, non-conventional water resources, water efficiency, water quality measurement, etc.).
- Focus on specific areas where GWP's role as a trusted convener and solutions broker can make a difference. These areas are likely to include:
  - a) water data (creation, sharing, monitoring) – where GWP involvement can help contribute to collaborative solutions to data gaps;
  - b) innovative solutions, approaches or technologies – where GWP involvement can help pilot, roll-out, or find acceptance for what is new;
  - c) integrity, transparency, standards - where GWP involvement can help broker sector-wide improvements in private sector performance, including water accounting practices, procedures, and protocols.
- Focus on national or basin-level challenges – not on site-level or company-level engagement. GWP's strategic role does not lie in being a service provider to facilitate agreements between individual companies and the communities they engage with. Instead, the multi-stakeholder dimension of our setup positions us to mobilise and bring together multiple players to solve challenges at the basin level or the national level specifically where longer-term engagement, institution building, and policy frameworks are needed. This will allow us to complement and support the work of others.

The Senior Specialist will work as part of a team that also comprises Senior Technical Staff at GWPO, reporting to both the GWPO COO/Head of Network Operations and, with a dotted line to the GWP-Med Regional Coordinator/Executive Secretary. Within GWPO, the Senior Specialist will work closely with colleagues in the Partnership & Resource Mobilization team, the Climate Resilience team, the Water Solutions for SDGs team, the Strengthening Regional Operations team, and the Communications team, as well as the Finance team. Within the GWP-Med group, as one of the Regions within which related pilot operational initiatives and projects may be developed, the Senior Specialist will collaborate with the Leads of related Thematic Agendas, including Water-Employment-Migration, Water-Energy-Food-Ecosystem Nexus, Transboundary Water Resources Management, Source-to-Sea, Non-Conventional Water Resources Management, Water Governance & Financing, Technical Solutions, Climate, etc.

### **Specific Duties**

#### Programmatic growth and delivery:

- Be the main counterpart/focal point for developing proposals and initiatives designed to build private sector mobilisation into a programmatic business line for the GWP.
- Work together with the Senior Technical Staff at GWPO in identifying and proposing selected opportunities for thought leadership, developing ideas, and identifying collaborative arrangements to turn them into action.
- Deliver detailed project design, individually and through productive collaborations within the GWPO secretariat and network, and through consortiums with other partners when opportunities and alignments arise.

- Manage, monitor and deliver project implementation with a continuous focus on results and learning, whilst integrating the evaluation of outcomes into GWP's core work programme and M&E.
- Develop learning opportunities for GWP's counterparts and partners at country to global levels, building on GWP's focus within its Private Sector Engagement (PSE) as well as findings from analytical work and projects (with special attention to online learning tools – e.g. cocreation, webinars etc.).
- Ensure and strengthen the alignment of private sector initiatives and GWP's other thematic and network operations, and its contribution to achieving the GWP's Strategy for 2020 to 2025.

#### Policies and processes:

- Finalize and work with the GWP Code of Conduct for engaging with the Private Sector and advise, together with the Senior Thematic Staff and in coordination with the COO, on its implementation.

#### Global engagement and partnerships:

- Represent GWP, as appropriate, in global and regional dialogues and forums related to private sector engagement, promoting the relevance of private sector engagement for water resources management.
- Working closely with the Senior Specialist/Global Water&Climate processes, with the Global Coordinator/Partnerships and with the communications team on ensuring that communication is appropriate, with the right partners, open and innovative, and strengthens GWP's voice and messaging on Private Sector Engagement in water.
- Work closely with and expand and deepen, where appropriate, GWP's engagement with key global players in private sector engagement, including but not limited to the CEO Water Mandate, the Water Integrity Network, the 2030 Water Resources Group, the Global Water Operators' Partnership (GWOPA), and others, including individual corporate entities and utilities.
- Contribute to relevant thought leadership pieces which position GWP within the space of corporate water stewardship and Integrated Water Resources Management and boost implementation of GWP's Strategy for 2020 to 2025.

#### Values, leadership and teamwork:

- Contribute to the positive and productive work environment pursued by senior management, characterised by GWP's values of inclusiveness, openness, transparency, accountability, respect, gender sensitivity and solidarity.
- Contribute to and lead agile teams in a manner that is exploratory, innovative, collaborative and effective in a culture of excellence. S/he values accountability, learning and the intrinsic value in diversity.

## **QUALIFICATIONS AND EXPERIENCE**

Our ideal candidate is someone appreciative of and insightful about the role of the private sector as a key water producer, water user and wastewater emitter. S/he is also familiar with private entities' contributions to achieving integrated water resources management and development goals, such as the SDGs, whether through directly engaging in collaborative processes or by providing innovative technology or solutions. The candidate should be interested in and passionate about mobilizing others and facilitating a new consensus across the GWP network, supporting the network's engagement approach at the global to national levels, whilst also building a portfolio of projects and strategic partnerships with other related initiatives.

## **Technical**

- **University degree:** Master degree (or equivalent through work experience) in field related to water resources management and international development; and/or corporate responsibility and business administration field.
- **Water Resources Management and/or Corporate Responsibility:** Minimum of 10 years relevant experience of working on water resources management and/or private sector engagement, with proven experience of working with the intersection of environmental management and the private sector.
- **Project Management:** Proven capacity to design, implement and monitor portfolio of projects with tangible results. Strong project management and communication skills. Highly developed interpersonal skills and demonstrated competence in negotiation at the highest level. Experience of having worked in or with multi-cultural settings.
- **Global processes:** Proven understanding of and experience with global processes and financing such as the SDGs and donor funding, and private sector financing for sustainability (preferably water- or adaptation related).
- **Leadership:** Track record of facilitating collaborative processes and/or leading teams, as well as working with senior staff in partner organisations.
- **Communication in business terms:** Strong ability to describe technical, policy or programmatic issues in a business oriented and intuitively understandable way; ability to integrate different experiences, methodologies, and approaches from a diverse range of stakeholders from multiple sectors and ability to communicate these convincingly, succinctly and appropriate to a business audience.
- **Relationship Management:** Evidenced ability to build effective and sustainable relationships internally and externally.
- **Fluency** in written and spoken English a must, knowledge of French and/or Spanish an advantage.

## **Non-technical**

- **Professionalism:** Demonstrating/safeguarding ethics and integrity. Demonstrates corporate knowledge, self-development and initiative-taking. Ability to work in a multi-cultural and international environment based on mutual respect and tolerance. Ability to exercise good judgement, discretion and tact in handling sensitive issues.
- **Planning and Organizing:** Excellent organizational and task management skills, with appropriate attention to details and ability to prioritize work among multiple competing demands, and under tight deadlines. Ability to manage multiple workflows at the same time. Ability to thrive in a fast-paced work environment where adaptability is essential.
- **E-literacy:** Excellent e-skills, including the ability to use modern office technology and related software. Practical knowledge of word processing, spreadsheet, and presentation software is required. Ability to do internet research, compile information and find solutions online to information gaps is essential.
- **Teamwork:** Support colleagues, contribute to team culture, and share responsibility for decision-making and results. Places team agenda before personal agenda. Supports and acts in accordance with final group decision; shares credit for team accomplishments and accepts joint responsibility. Ability to “lead from behind” and work without direct authority to deliver timely and high quality products.

- Personal: A good sense of humor. Love for nature, its beauty and its resources. Willingness to 'get the job' done with a positive attitude to take on a wide range of tasks. Availability for longer travel to attend international meetings.