

CONTRACTOR POSITION ANNOUNCEMENT

Position: **Country Director, ETHIOPIA**

Category: **Full-time contractor position**

Reports to: **Senior Manager, Africa and Latin America**

Location: **Addis Ababa, Ethiopia**

Closing Date: **Open until filled**

Introduction

Water.org, a U.S.-based non-governmental organization working to increase access to water, sanitation and hygiene (WASH), seeks an experienced, innovative Country Director to lead its growing portfolio of programs in Ethiopia.

Water.org has been in operation since 1990, implementing sustainable and scalable water and sanitation programs in conjunction with local NGOs and financial institutions. Water.org has pioneered its WaterCredit initiative over the last several years, which works by building the capacity of carefully selected local financial institutions to offer affordable financing for water and sanitation facilities. WaterCredit programs support financial institutions through a combination of financial assistance and technical support.

Since 2003, Water.org has implemented WaterCredit programs with 53 partner financial institutions, facilitating over 573,000 water and sanitation loans worth over \$120 million. Water.org has worked with local partners in Ethiopia since 2003, is now in the process of expanding our programs. Water.org seeks to build relationships with a broader range of financial institutions, including but not limited to microfinance institutions, commercial banks, cooperative and other stakeholders including government, suppliers and manufacturers, government and other development partners. Water.org is opening an office in Addis Ababa to oversee significant expansion of Water.org programs.

Position Summary

The Country Director is an executive leadership consultancy position and will direct, shape and is ultimately responsible for the successful implementation of all programs and partnerships in accordance with the established policies, principles and operating practices of Water.org. This position is additionally responsible for executing her/his work in line with good management practice within the political, social, cultural & economic environment.

The Country Director will be responsible for recruiting, training and supervising a high-performance team of qualified finance and/or WASH professionals to manage programs and support local country office operations in collaboration with Water.org's Head Office, based in the U.S. This position will act as Water.org's legal and public representative in the country, ensuring the organization maintains a stellar reputation and presence in the country. Travel to all districts where Water.org works in country will be required as needed. This position will report directly to the Senior Manager, Africa/Latin America.

Core Responsibilities

Representation

- Enhance Water.org's presence in the WASH sector, microfinance sector and broadly in the development arena.
- Network with relevant government and other public sector leaders to advance solutions to the WASH crisis and identify the roles in which Water.org can lead.
- Liaise with relevant organizations in the public and private sectors to better engage these institutions as stakeholders in addressing the WASH crisis.
- Lead in developing and executing advocacy strategy at national and subnational level in Ethiopia.

- Promote and represent Water.org in communications, marketing and other media activities, events and outlets.
- Represent Water.org to donors and ensure that donor visits are well planned and executed.
- Keep abreast of local and international microfinance, product development and water and sanitation issues, and serve as a knowledge base for Water.org.

Operational Leadership

- In conjunction with the Head Office, develop and implement annual work plans, including objectives, timelines and resource requirements.
- Assist in developing and managing annual country operating budget.
- Ensure that Water.org is informed of, and remains in compliance with, all applicable Ethiopia government laws, regulations and annual reporting requirements.
- Oversee annual financial audits conducted by local auditors.
- Supervise Ethiopian staff including programmatic and administrative teams.
- Oversee relationships with local service providers.
- Oversee Water.org's country finances including opening bank account and responsibility for funds spent in-country.
- Assist in Water.org's registration as a legal entity in Ethiopia.

Programmatic Leadership

- Ensure strong implementation of partner programs including delivery of capacity building and funding in market research, product design, product piloting, product marketing and other areas as necessary.
- Ensure regular reporting is submitted to Water.org staff and/or funders as directed.
- Contribute to ongoing development of a national level strategy to address how Water.org and its partners can tap into available sources of local and regional financial capital for investment in additional WASH solutions and/or partners.
- Identify and assess potential collaborating financial institutions, including banks, microfinance institutions and cooperatives, and appropriate water and sanitation financial products and technologies.
- Landscape and identify additional stakeholders for potential collaboration including product manufacturers, utilities, community based organizations, government agencies and NGOs as directed.
- Oversee national level forums bringing together stakeholders from the water and sanitation and finance sectors.
- Work with local and international team members and partners to refine and improve monitoring and evaluation activities, metrics and best practices.
- Contribute to new donor proposals.

Expected Competencies, Education and Experience

Core Competencies

- Familiarity with capacity building or technical assistance programs in the finance and/or WASH on sectors.
- Sound and up-to-date knowledge of concepts, methodologies and techniques including demonstrated expertise in at least one specialty area within finance, WASH and/or economic development.
- Strong contacts within Ethiopian financial institutions (e.g. microfinance institutions, commercial banks, cooperatives).
- Demonstrated ability to identify new opportunities and establish cross-sector partnerships and design programs that are creative and leverage different stakeholders' capacities.
- Clear understanding of issues related to gender and inequality in development and demonstrated commitment to promoting gender equity and pro-poor strategies within the organization and in program work.

- Ability to communicate fluently in English and Amharic.
- Advanced knowledge of computer applications and ability to integrate technology into office and program activities.
- Ability and willingness to act as legal and public representative for the organization.
- Innovative mind-set oriented toward constructive problem-solving, proactive strategic development and thought leadership.
- Demonstrated ability to lead and manage a dedicated local team while creating an office environment that engenders mutual respect, inspires creativity and promotes innovation and a proactive approach.
- Capacity to work with Water.org staff in U.S. and other international offices constructively, including direct supervision from U.S.-based staff.
- Exceptional organizational skills, attention to detail, resourcefulness and ability to multi-task and adjust to changing priorities.

Education/Experience

- Master's degree in a related field required.
- Additional certifications, trainings and coursework also considered and preferred.
- At least fifteen years professional work experience required.
- At least ten years of relevant experience within the finance, WASH or economic development sectors required, with at least five years in an executive or senior management position.
- International professional experience highly desired.
- Demonstrated proficiency in facilitation and capacity building skills to ensure collaboration and linkages between staff, donors, partners and stakeholders.
- Ability to travel 10-25% of time.
- Must have Ethiopian citizenship or work permit.

Salary/Benefits

This full-time position offers a competitive monthly consultancy fee commensurate with experience. Upon successful completion of registration and satisfactory work, consideration may be given to converting the contractor to employee status.

Application Information

Interested candidates may submit a copy of their CV and a cover letter indicating their interest in the position at <http://water.org/careers/applynow>. Applications will be reviewed as they are received. Please do not attempt to contact Water.org about the status of your application.

Water.org is an equal opportunity employer. We do not discriminate on the basis of age, ethnicity, gender, nationality, religious belief or sexual orientation.

For more information on Water.org, please visit www.water.org and www.washmicrofinance.org