

## **Head of programs**

**Fixed Term Contract – 2 years, Full Time**

**Location: WaterAid, Dar Es Salaam, Tanzania**

### **About WaterAid:**

Want to use your skills, knowledge and experience in programming to play a vital role in making clean water, decent toilets and good hygiene normal for everyone everywhere?

We need passionate, creative and dedicated people. In return, you will be encouraged and empowered to be yourself at your very best. Together, we will make a bigger difference.

Join WaterAid as a Head of Programs to change normal for millions of people so they can unlock their potential, break free from poverty and change their lives for good.

### **Job purpose**

The Head of Programs provide the overall strategic, technical leadership and oversight on all aspects of strategy, programming in water, sanitation and hygiene and public health programmes and projects of the Country Program.

The position plays a vital role in strategic planning, system thinking, representation in the sector, demonstrating political and contextual analysis for adaptive programming and visionary to anticipate WASH future trends whilst strategically leading and guiding WaterAid to influence change in the sector.

S/he is responsible for program planning and design, partner support, oversight of program quality including adherence to WaterAid technical standards, and donor guidelines, while fostering innovation to improve effectiveness and impact. This will include contributing to strategic business development leading start-ups and new programs, working to draw in the resource and expertise required for success. The role enhances WaterAid's existing portfolio of programs and partnerships, closely working with Policy and Advocacy and diverse expertise to design and showcase WaterAid's service delivery models, and innovation with the aim of influencing for wider and transformational change in support of WaterAid's vision and strategy. This role will support government and donor engagements, scoping of donors at local, regional, and global level, to identify fundraising opportunities; liaise with the Head of Business Development and other staff involved in fund acquisition to produce specific documents for fundraising.

The Head of Programs is a member of the Senior Management Team and reports directly to the Country Director.

The Incumbent will work with various stakeholders including programme, thematic heads, Regional and global colleagues, policy teams alongside our partners.

## **To be successful, you will need the following:**

- Master's degree or higher, preferably in a discipline directly or closely related to WASH, such as Water Resources, Engineering, Development Management, or Public Health.
- Minimum fifteen (15) years professional experience and at least seven (7) of which should be in a senior management position in reputed international or national non-governmental Organisation (NGO).
- At least 5 years proven experience of leading development, planning, growth, and implementation of programs that deliver transformational change through systems strengthening, advocacy and influencing, partnerships, gender equality and inclusion,
- Experience managing WASH projects and programs and budgets, experience with market-based solutions, urban WASH, and/or results-based financing would be a strong advantage.
- Knowledge and experience of the WASH sector, understanding sector trends, regulations, and best practices, national and international development issues, including experience working with key WASH sector donors.
- Understanding of rights-based approaches to development and how they apply to the WASH sector in Tanzania.
- Sound experience in managing multiple and diverse teams with different expertise including M&E, public health and engineering and ensuring effective collaboration between different departments including policy, advocacy and influencing.

## **Job Description**

**A detailed job description is contained in the link below.**

We are looking for people who share a commitment to our vision. We are looking for people with an appreciation and respect for different people and ideas, and the energy and expertise to help tackle the most important challenges. In return, you can expect to get inspiration from the change you help make happen, a sense of belonging and the feeling of being part of a global community. You will also experience stimulation and fulfilment, the chance to grow, and space to be yourself at your best. This is our pledge to you.

We celebrate the diversity of our staff, partners, and everyone with whom we work to create a culture where everyone feels respected, included and can be their best.

If you are interested in these positions and have the right skills and attributes, please visit [wateraid.org/tz/work-with-us](https://wateraid.org/tz/work-with-us) to download job descriptions and application form. Send your job application form to [wateraidtz-hr@wateraid.org](mailto:wateraidtz-hr@wateraid.org) stating title of the applied post in the subject line.

**How to Apply and Closing Date:** To see the full job pack, please click 'Apply'.

Applications will close at **23:59 on 8<sup>th</sup> July 2024** and that only candidates shortlisted for interviewing will be contacted.

## **Our Commitment**

### **Our People Promise:**

We will work with passion and focus to ensure safe and sustainable water, toilets and hygiene are available to everyone, everywhere. WaterAid is a place of purpose - where people have a real commitment and shared responsibility for the impact we have. We are a global community with diverse backgrounds and perspectives, motivated by inspiring, stimulating work. We are determined to put the wellbeing of our people first, to be a place where people feel safe and able to contribute their voice and truly live our values.

### **Equal opportunities:**

We are an equal opportunity, disability-confident employer and are dedicated to achieving the highest standards of diversity, equity and inclusion. We welcome applications from people of all backgrounds, beliefs, customs, traditions and ways of life. This includes, but is not limited to, race, gender, disability, age, sexual orientation, religion, national or social origin, health status, and economic or social situation.

### **Safeguarding:**

We are also committed to protecting everyone we come into contact with. We have a zero-tolerance approach to abuse of power, privilege or trust across our global work, and any form of inappropriate behaviour, discrimination, abuse, bullying, harassment, or exploitation. Safeguarding the people and communities we work with, our staff, volunteers and anyone working on our behalf is our top priority, and we take our responsibilities extremely seriously.