



Action for a Fair Water Future

Contents

Background

3

**Job Summary
and Purpose**

4

**Key working
relationships
and logistical
arrangements**

5

How to Apply

7

The Role

4

**Duties and
Responsibilities**

5

**Person
Specification**

6



Background

Water Witness leads action, research and advocacy for a fair water future where all people can access the water needed to thrive, and are protected against floods, drought, pollution, ecosystem degradation and water conflict.

We stand with those at the sharp end of the global water crisis to shine a light on its impacts, to understand its root causes and to activate an effective response. We work with inspirational local partners to trigger social justice and system change to ensure sustainable management and equitable use of the world's most precious resource.

Over the past decade our team have been on the frontline: working to improve water security for over 1 million vulnerable people, driving improved policy, practice and investment, building new approaches and communities of practice, and holding duty bearers to account for improved performance on water. Our hands-on field experience is backed up by cutting-edge research and global analyses, and this provides us with a clear understanding of the action needed to deliver on the water-related Sustainable Development Goals.

Our new 2030 strategy builds on our track record as a dynamic NGO which unlocks improved water resource governance and water security for vulnerable communities. In the decade ahead we will work with our partners to focus on the following five imperatives:

1. **Accountable governance:** to implement effective and equitable water policy and law
2. **Progressive financing:** to unlock funding and financial incentives for water security
3. **Redefining corporate responsibility:** to transform private sector behaviour for shared water security
4. **Confronting climate chaos:** to prevent catastrophic water shocks and build resilience
5. **Activating people power:** to trigger political, social and economic change for water security

Having secured investment to deliver our strategy we are now seeking an exceptional individual to join our team in Edinburgh to lead the development and delivery of our Research Practice. This work will contribute to successful delivery across multiple objectives within our strategy and further establish Water Witness as an innovative, world-changing organisation.

The Role

Job Title:	Practice Lead – Research
Place of Work:	Edinburgh, UK
Pay:	£41,890 - £46,400 UK Scale 4 (Programme Manager G3-5), plus benefits including 8% employer pension contribution.
Reports to:	Executive Director / Deputy Director
Travel:	This post requires international travel, including to remote field locations in Africa (indicative up to 14 weeks each year)
Term:	Initial 2 ½ year contract, extension subject to performance and funding

Job Summary and Purpose

This is a new, senior and influential position within a growing, people focused NGO, which will place the successful applicant at the heart of global efforts to strengthen accountability and evidence-based decision making for sustainable development.

We are seeking an exceptional individual with the experience, skills and vision needed to co-ordinate an innovative, multi-country research programme, and to provide strategic leadership for evidence generation and learning across our operations. The post-holder will co-lead the 'Accountability for Water Action Research Programme' to ensure the initiatives' impact and legacy through strengthening water sector governance and service delivery in Africa and beyond. They will co-ordinate and mentor research partners and professional research fellows in Ethiopia, Kenya, Tanzania, Zambia and with a Pan-African focus to support high-quality research design, delivery, documentation and communication of results. This initiative will further develop our global support role in the field of accountability and advocacy for water security. The post holder will also work with our team and partners to enhance the impact of inter-disciplinary research across our growing organisational functions.

The role will require high levels of competence in the design and delivery of interdisciplinary research, and thoughtful steering of research by a dispersed group of collaborating partners. The research addresses priority questions facing practitioners and policy makers in civil society, government and donor organisations concerned with strengthening accountability for sustainable water resource management and the delivery of improved water and

sanitation services. These focus on the '*community dynamics*' of accountability (what stimulates and sustains citizen action?), '*duty bearer dynamics*' (when and why is there an effective response?), and the '*enabling environment*' (how can impact, legacy and countering of closing civic space be supported?). The goal is to generate and share knowledge which will enable all stakeholders to harness accountability practice to accelerate delivery of the water related SDG's, social justice, climate resilience and sustainable resource management.

The Practice Lead will be based in our Edinburgh headquarters and will be required to regularly visit our programmes and partners in Africa, and to represent us globally. The post holder will work closely with the Deputy Director, Executive Director, Trustees and wider team to shape our strategy and programmes. They will provide technical leadership to improve our monitoring, evaluation & learning, and will input to external liaison, partnership development and fundraising.

We are looking for someone who has excellent organisational and communication skills, with the energy, research acumen and confidence to build on our position of influence. The ability to establish and maintain effective relationships, and to ensure joint delivery of complex programmes with partners will be essential.

This is an excellent opportunity for a gifted individual to help shape global research, policy and practice on accountability and advocacy in international development, and to build a legacy of impact through the next step in their career as a leader for sustainable development and social justice.

Duties and responsibilities

The objective of this role is to effectively lead and co-ordinate research practice across Water Witness's programmes and to ensure that our evidence is robust, documented and translated into use, policy and practice in ways which advance our strategy. The Practice Lead will ensure efficient delivery that is co-owned by partners and which is managed adaptively to ensure positive impact for our beneficiaries in the challenging contexts we operate within. Specific responsibilities include:

1. Research Programme Management

Primary focus will be on delivery of the Accountability for Water Action Research Programme which targets improved water resource governance & WASH services by addressing the priority questions facing those working for water sector accountability, & by sharing knowledge generated widely in accessible ways to advance water security. Initial focus will be on supporting Professional Research Fellows in Ethiopia, Kenya, Tanzania, Zambia, & at a Pan-African scale to undertake inquiry into accountability initiatives (accountability monitoring, budget tracking & analysis, evidence-based advocacy) & mechanisms (statutory grievance systems, public interest litigation, etc.) & their influence on water security for vulnerable communities. There will also be opportunities to design & deliver cross-country research. Success will be contingent on effective management of the research partnership & on ensuring stakeholder needs are met through their ongoing engagement. The Practice Lead will ensure findings are translated into concrete action to improve water security.

Working with the Water Witness team and our co-lead, the Partnership for African Social and Governance Research (PASGR), the postholder will ensure that:

- Publications & outputs are high quality, accessible and valued by our target audiences
- Relevant stakeholders are engaged at all scales and that their needs are reflected in the research;
- The needs of vulnerable people within communities are clearly heard and acted upon;
- An efficient process for recruitment, training and provision of technical assistance to Professional Research Fellows is in place, including via national & regional events;
- Robust and ethical methods are used, effective documentation takes place & insightful lessons are packaged & targeted to maximise their uptake;
- Opportunities are seized to undertake cross-country research, and to scale and add-value;
- The work is communicated effectively, and risks managed pro-actively and efficiently.

In order to deliver these duties, the post holder will:

- Plan, deliver and report against programme budgets, activities, outputs and outcomes
- Manage, mentor and support UK and overseas staff, partners and Advisory Group members, providing direct line management to 1-2 FTEs.
- Assign & track tasks & resources through regular communication, meetings & visits to ensure impact within budget and timescales.
- Commission and manage of external contracts and partnership agreements as required.
- Author reports and publications,
- Ensure quality assurance, statutory compliance and alignment with internal policies.

2. Strategic leadership, advocacy and influence

The post holder will take responsibility for aspects of our strategy with a strong research component relating to 'accountable governance', 're-defining corporate responsibility' and 'triggering political, social and economic change for water security'. Priorities will be determined via joint planning with the senior management team, and may include:

- Advocacy based on the results of our research to stimulate reform and system strengthening for accountable water management, and to protect the freedoms, safety and civil rights of those working on accountability for water.
- Tracking the performance of aid mechanisms and financial institutions in order to hold them to account and to advocate for positive change.
- Test and demonstrate the contribution of accountability practice as strategy for climate resilience and adaptation.
- Undertaking research on the 'triggers' for social, economic and political change for water security and the efficacy of communications and advocacy initiatives.
- Design and delivery of research on tax justice and water; water 'capture' and public-good water allocation.
- Communications to elevate water issues within global media & debate.

3. Partnerships, fundraising and system optimisation

As research practice lead, the postholder will:

- Proactively input to & track global and national research and debates which are relevant to our strategic objectives to ensure that contributions from our work are made in a timely way & that our decision making is based on best available knowledge;
- Evolve Water Witness's research interests and portfolio, and our fundraising strategies for delivery of this research;
- Identify and develop constructive partnerships with a wide range of stakeholders in pursuit of the organisation's strategic values and objectives;
- Identify, develop and deliver fundraising activities and funding proposals;
- Support team members with research advice and design where appropriate;
- Represent the organisation at a senior level at local, regional and global levels to secure strategic research partnerships, funding and to advance our organisational objectives;
- Ensure that the organisation's systems, assets and capabilities are effectively used and appropriate for delivery of our strategic objectives, with a particular focus on research, knowledge management and evidence-into-use.
- Comply with Water Witness's internal policies including the Safeguarding Policy, Anti-bribery Policy and Health and Safety Policy.

The post-holder will maintain a flexible approach & will deputise for others as required.

Key working relationships and logistical arrangements

The successful applicant will be part of the team of eight professionals based at our offices in Edinburgh. They will work closely with the Executive Director and Deputy Director to help shape the organisation's operations, and to plan and account for our annual budget and programme budgets. They will be responsible for supporting high impact delivery by our teams and partners based in Ethiopia, Kenya, Tanzania, Zambia and at a Pan-African scale, and regular travel will be required. Other key working relationships include:

Research Officer, Water Witness, UK.

Research Programme Director, PASGR, Kenya.

Accountability for Water Programme Partners (WaterAid, WIN, Oxfam, Shahidi wa Maji, KEWASANET, ESAP, National Governments, End Water Poverty, PASGR, Institute of Development Studies – University of Sussex, African Council of Ministers for Water, Hewlett Foundation, Rural Water Supply Network).

Person Specification

The successful applicant will be able to demonstrate the following:

Experience and qualifications:

Essential

- A doctoral degree in a relevant field and at least 7 year's relevant experience.
- Experience of managing multi-country, multi-partner, interdisciplinary research.
- A strong track record of publications, and a demonstrated ability to effectively communicate complex concepts to a wide range of audiences.
- Evidence of working in effective partnership with executive & technical staff in challenging contexts, ideally in Africa.
- A successful track record of converting research and evidence into high impact advocacy materials and communication campaigns.
- Excellent understanding and experience of the water resource management and/or WASH sectors, and/or political economy, accountability & governance research.
- Extensive programme management experience including of delivering concurrent initiatives, budget management, ME&L and reporting to donors and partners.
- Design and management of knowledge and learning networks in Africa/or globally.
- A proven team player, able to mentor, deliver training and collaborate within a multi-cultural and dispersed team of mixed capabilities and experience.

Desirable

- Experience of the design and management of challenge funds.
- A well-informed perspective of the challenges & opportunities for translating research and evidence into use, policy & practice for inclusive development.
- Experience of supporting partners who are working in a second language.
- Experience in one or more of our focal countries.

Skills and attributes:

Essential

- A gifted communicator, both as a speaker and author in English.
- A high degree of competence in using IT tools, platforms and programmes.
- Able to create and manage effective and productive partnerships.
- Emotionally intelligent leadership and the ability to support and mentor others in a fast-paced and challenging environment.
- Exceptional organisational skills, professional diligence and high ethical standards and conduct.
- Proven ability to think, plan and act strategically and pro-actively.
- Must be dynamic, creative, and passionate about delivering positive change in the world.
- Familiar with current concepts and approaches within accountability and advocacy and /or water resource management, climate resilience and WASH.

Desirable

- Working ability or fluency in a relevant African language.
- Familiarity and competence in media, communications, infographics, publishing and the use of social media.

How to apply

All correspondence should be sent to jobs@waterwitness.org with 'Practice Lead - Research' in the subject line. Please provide a CV and cover letter in ONE single document. The cover letter should be no more than two pages long, must explain why you want to work in this position, and should clearly set out how your skills and experience make you a good fit.

Please also attach a SINGLE example of your written work which best demonstrates your writing capabilities. This should be a recent, pre-existing report or paper of which you are the primary author.

NOTE: APPLICATIONS WHICH DO NOT MEET THESE REQUIREMENTS WILL NOT BE CONSIDERED

Timeline

Closing date:	12 noon GMT 6 th February 2020
Preliminary telephone interviews:	w/c 10 th February 2020
Selection day and final panel interviews:	5 th -6 th March 2020
Expected start:	April 2020

Equality Statement

Equality and diversity are at the core of Water Witness' values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected. Water Witness is committed to equal opportunities for all, and to welcoming people from a wide diversity of backgrounds, cultures and experience. **On this occasion only those with an existing right to work and live in the UK should apply.**

Selection Process

We'll only use the information you provide to process your application. For more details on how we use your information, see our [applicants privacy notice](#). By emailing us, you are permitting us to use the information you have provided for recruitment purposes. Shortlisted candidates may be required to undertake an additional assessment prior to final interview.

Queries

If you have any queries on any aspect of the appointment process, or need additional information, please email jobs@waterwitness.org.

