

# Head, WASH Strategy, Programme Effectiveness and Learning

Abuja, Nigeria

Job description

**Change starts  
with you**



# We are WaterAid

## Our vision

Water, sanitation and hygiene.  
Our vision is 'A world where everyone, everywhere has sustainable and safe water, sanitation and hygiene'.

## Our mission

Transform lives through sustainable and safe water, sanitation and hygiene.

**Photo: Fanny, 13, washes her hands with clean water from a tap at her school. Chinganji, Malawi. June 2024.**

## WaterAid's values in action

Our values define our culture and unite us across the many countries in which we work. They are at the very heart of WaterAid – who we are, what we do and how we do it.

**Respect:** Treating everyone with dignity and respect, and championing the rights of all.

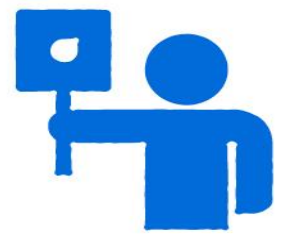
**Accountability:** Being accountable to the people WaterAid works with, and to those who support them.

**Courage:** Being bold and inspiring in their actions and words.

**Collaboration:** Working with others to maximize their impact.

**Innovation:** Being creative and agile, and committed to lifelong learning.

**Integrity:** Acting with honesty and conviction, and being consistent with openness, equality, and human rights.



# About the role

## Job purpose

Accountability for effective CP programme monitoring, thematic reviews and assurance of linkages between strategy and delivery rest with this role. The SPEL Department leads the team responsible for designing and implementing programme performance tracking; learning and adapting; monitoring, evaluation and knowledge management architecture at strategic and programmatic levels. All of these processes anchor and enable the organization's mono-thematic focus on WASH and its thought leadership'.

## Team description

WaterAid Nigeria has over the past two years been implementing its Country Programme Strategy (2023-2028) which sets a 5-year building block towards delivering a more influencing led programme. The Strategy reflects both a progression from previous country programme strategies and at the same time outlines key shifts in focus required to catalyse change and achieve maximum impact for our work in Nigeria.

The Strategy, Programme Effectiveness & Learning Department drives the accountability aspects of the Country Programme's work including planning, progress reviews, performance measurement, learning and reporting to enable systems and processes support programme effectiveness. The team also coordinates the CP research and knowledge management strategies and approaches, ensuring that WANG's work continues to generate evidence that informs and influences the WASH sector in Nigeria and beyond.

# Terms of appointment



<b>Place of work:</b>	Abuja, Nigeria
<b>Pay band:</b>	Grade G1
<b>Salary:</b>	Nigeria: Competitive with excellent benefits
<b>Contract type:</b>	fixed-term
<b>Reports to:</b>	Country Director
<b>Manages:</b>	PMER Manager, PMER officers, SPEL Intern
<b>Budget responsibility:</b>	
<b>Travel:</b>	30% travel (Local and International)



# Accountabilities



## **Programme Planning, Monitoring & Evaluation**

- Ensure the country program meets WaterAid global programme accountability commitments and ensure improved planning, monitoring and evaluation practices as well as data quality and use of data within the CP. As part of this, champion an organizational culture shift from a focus on data being primarily for donor reporting or counting user numbers to using data for learning, programmatic course correction, sector influencing and other strategic decisions
- Ensure the utilization of standard tools for writing analytical reports that will inform decision making and meets all the standard criteria for data quality dimensions.
- Responsible for developing and implementing processes that ensure all CP plans and activities are aligned with the CP strategy and for building effective collaborations with respective thematic leads to ensure that annual plans, sub strategies and other planning documents are developed in full alignment with the CP strategy
- Provide inputs into the design stages of program proposals, budgets, log frames, indicators, and measurement methodologies, plans and tools.
- Accountable for a coordinated monitoring of strategy implementation; conduct of strategy reviews and evaluations (periodic and midterm strategy reviews; Country Programme Evaluations etc.) and for tracking the implementation of actions plans agreed from strategy reviews and evaluations including sustainability actions.
- Ensure Programme Monitoring, evaluation and reporting (PMER) processes and systems are functioning effectively in the CP, advocate and champion full utilization of WaterAid Programme System (WAPS) in the CP and support CP colleagues to achieve this. Accountable for the CP fulfilment of all requirements of the PMER core procedures.
- Provide input to International, Regional, National and State level WASH sectoral initiatives as required, emanating from relevant WaterAid's expertise and experience.
- Identify, monitor and report unmet needs of WANG and partners related to Programme Monitoring, evaluation and reporting; Explore the potential of WANG to address those needs within the parameters of the CP strategy, processes and systems

## **Team, Department and People Leadership**

- Support the recruitment of competent staff and effectively manage the team to deliver high performance; develop team members in order to maximize their contribution to the team and organization.
- Coach, guide, and mentor leaders of sub teams within the department so that they are effective as leaders and managers in managing their teams.
- Create and maintain a positive environment conducive for high performance of the department.

- Accountable for forecasting and developing periodic budgets for the department ; manage day to day expenses in a manner that demonstrates WaterAid value of accountability and provide periodic budget management reports as may be required.
- Responsible for proactively seeking and optimizing opportunities to increase WaterAid' Nigeria's image, visibility and profile as a leader in the international NGO and WASH sector.

### **Research and Knowledge Management**

- Develop the strategic framework for the generation, dissemination and use of research and knowledge products, coordinating the processes that would help identify/generate cross-cutting opportunities for sharing this knowledge and projecting WANG's niche as a source of leading-edge knowledge and research required to catalyse change in the WASH sector in Nigeria and across the region
- Provide direct leadership to assessments and research aimed at generating strong evidence base for WANG's programmes, as well as to inform WANG's influencing and advocacy for WASH sector improvement both in Nigeria and across the region.

### **Cross Organisation Collaboration**

- Promote a culture for learning and knowledge management across the organization.
- Encourage effective documentation and sharing of learning through workshops, seminars, exposure visits, sharing meetings etc.
- Demonstrate responsibility as an active member of the Senior Management Team (SMT) and contribute to strategic direction, wider organisational processes, decision-making, and management of the Country Programme.
- Promote interaction and collaboration between departments
- Represent WANG in different task groups, working committees, networks, alliances, consortia, workshops and meetings as assigned.
- Deliver other cross organizational projects and/or initiatives as may be required by the Country Director

# Person specification



## Essential skills

- University/master's degree in international development/development studies, Social Sciences, or other related discipline
- Minimum of Ten (10) years of prior work experience and at least three (4) years should be in senior level position with responsibility for programme monitoring, evaluation and learning.
- At least Ten (10) years' experience and comprehensive knowledge of the various dimensions of Water Sanitation and Hygiene (WASH) programming as a multi sectoral issue within the broader development sector.
- Excellent technical understanding of contemporary Monitoring, Evaluation and Learning methods and practices; hands-on experience in qualitative and quantitative data collection and analysis.
- Strong program/technical and budget management skills, demonstrable experience and ability to develop and review complex budgets required.
- Experience in designing projects and delivering activities under tight completion deadlines; conversant with programme accountability principles and their translation into practice.
- Strong analytical writing and presentation skills
- Experience developing donor specific grant project log frames and reporting tools and in applying such tools in reviewing, monitoring and reporting against funder contracts
- Strong written and oral communication skills, effective in representation and liaison with external parties. Strong ability to communicate information and ideas effectively and to produce high quality and accurate documentation.
- Experience of working in a matrix management structure, ability to influence others to achieve results and deliver on time.
- At least five (5) years' experience leading teams of experienced professionals and effectively managing their performance; Ability to effectively support and challenge colleagues and other stakeholders and to effectively plan, prioritise and co-ordinate the work of own team and collaboration with other teams
- Ability to work autonomously with minimum supervision and under pressure in response to competing demands.
- Ability to resolve conflicts as required and negotiate effectively with others
- Strong initiative, with a willingness to take on new responsibilities and challenges.
- Commitment to WaterAid's values and a working style that reflects these.

## Desirable skills

- Strong experience in WASH related research design and management of research study projects

# Our commitments



## Our people promise

We will work with passion and focus to make sure everyone everywhere has clean water, decent toilets and good hygiene. 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. All offers of employment are subject to satisfactory references and appropriate screening checks (which can include counterterrorism, safeguarding and criminal records checks).

**Wherever you work in WaterAid and whatever job you do, you'll be joining a global network determined to reach everyone, everywhere with clean water, decent toilets and good hygiene. For health, for life, forever.**



# **WaterAid has one goal:**

To change the world through  
clean water, decent toilets  
and good hygiene.