OPEN POSITION ANNOUNCEMENT

**Water For People** is a global non-for-profit international development organization working in Water, Sanitation & Hygiene. Water For People works across nine countries, bringing together communities, local entrepreneurs, and governments to build and maintain water and sanitation services that will last. We have a sustainable solution to end the global water and sanitation crisis, and our employees across the world help drive this solution. Water For People Rwanda is a key player in the Rwanda Water, Sanitation and Hygiene (WASH) sector effectively partnering with the Government of Rwanda and other stakeholders since 2008.

Water For People is currently recruiting for the proposal-based position of Private Sector Development Advisor (PSDA) for an anticipated USAID WASH Program in Rwanda. The PSDA will provide technical leadership of the private sector component in the program.

*This position is contingent upon award of funding and the donor’s approval of candidacy*

**POSITION SUMMARY**

Private sector engagement is one of the program’s key mechanisms for promoting sustainable development and ensuring lasting program impact. The Private Sector Development Advisor will be responsible for private sector engagement (PSE) and the development of entrepreneurs in the WASH sector. This will include leading the development of public-private partnerships, providing technical expertise on private sector development issues, including analysis of the evolution of the WASH private sector, the opportunities for entrepreneurs, and the role of regulation and standardization, policy, and strategic planning, as well as attending meetings with collaborators and donors.

This position is specifically responsible for execution of the following tasks:

- Increased knowledge and motivation to invest in sanitation and hygiene products.
- Increased availability of sanitation services and products.
- Increased access to financing for sanitation and hygiene.
- Improved access to affordable and reliable water service.
- Increased profitability of water business.

**RESPONSIBILITIES**

Technical

- The PSDA plays a leading role in the effort to facilitate the establishment of a sustainable market model, and thus to ensure that communities gain access to improved sanitation facilities.

- S/he contributes pro-actively to ensure that the Private Sector Development component is implemented in an integrated, complementary, and efficient manner in concert with the other components in order to achieve optimal project synergies. In concert with other project
colleagues, s/he supports the work of the entire Multidisciplinary Team and field-based staff and consultants to ensure a fully integrated approach to project delivery.

- Coordinates all private sector engagement and the development of entrepreneurs’ activities in targeted districts and provide required technical guidance and training to guarantee an integrated program approach across all districts.

- Performs other relevant private sector engagement activities to meet program demands and needs.

- Designs and coordinates the implementation of activities needed to achieve the program’s goals with respect to the private sector, including analyses and review of relevant policies and any other legal framework. When and if applicable, carries out, supervises, or coordinates assessments to implement and/or readjust planned activities.

- Analyzes the WASH supply chain for gaps and blockages and increase business opportunities for WASH private entrepreneurs; Micro, Small and Medium-Sized Enterprises (MSMEs), including availability of good quality, affordable water storage and treatment, sanitation and hygiene products based on consumer needs.

Monitoring, Evaluation and Learning

- Assists the MEL Advisor in refining M&E plan, definition of indicators, monitor activity implementation and evaluate progress.
- Interprets and analyzes factual data and to prepare precise, accurate and complete monthly and quarterly reports to inform program implementation.
- Supports indicator data analysis to feed into M&E Plan, quarterly and annual reports.
- Assists the MEL Advisor in preparing and/or co-facilitating Collaborative Learning and Adaptation (CLA) sessions to share achievements and trends in performance data, and challenges.

Managerial

- Oversees/Manages all Private Sector Development related activities.
- Reports any performance issues to the Deputy Chief of Party (DCOP) as soon as they occur.
- Works with the DCOP to develop a positive working environment for all staff members.
- As part of the project’s commitment to high quality and timely reporting, prepares and submits timely monthly reports and transmits them to the DCOP.
- When required, represents the project at official functions and USAID meetings.

QUALIFICATIONS:

Education: Advanced/Master’s degree in business, management, economics, finance, or related field is required.

Work Experience:

- At least seven (7) years of relevant private sector experience in Rwanda (including providing technical assistance and capacity building to improve private sector performance) is required; experience in the WASH sector will be advantageous.
• At least five (5) years of experience in the WASH private sector or experience providing technical assistance and capacity building to improve private sector performance in the WASH sector is required.
• Previous experience in private sector engagement in Rwanda is desired.
• Experience in the private sector or providing technical assistance to improve private sector performance is required; ten years of experience is highly desired.
• Demonstrated experience and in-depth knowledge and understanding of Rwandan private sector stakeholders required.
• A proven ability to work collaboratively with and build consensus among private and public sector stakeholders.
• Experience working with stakeholders to develop finance/investment products and provide Business Development Support.
• Ability to work independently and effectively within tight deadlines.
• Proven experience developing high-quality written deliverables, such as training materials, work plans and periodic performance reports.
• Experience working with USAID or other donors is an asset.

Skills

• Strong interpersonal, oral, and written communication skills is highly desired.
• Strong organizational skills, including ability to prioritize and meet deadlines.
• Demonstrated ability to work in a fast-paced and detail-oriented, with a proactive planning and execution.
• High standards of integrity, professionalism, and impartiality.
• Ability to work collaboratively in teams, build consensus, and effectively coordinate with internal and external actors is highly desired.
• Ability to coordinate with partners from a broad range of backgrounds and experiences.
• Ability and willingness to travel to target districts.
• Strong working knowledge of English (spoken and written).
• Fluency in Kinyarwanda.

BEHAVIORS AND COMPETENCIES

• Connect to Mission – Works to integrate own behaviors with the mission of the organization; connects the organization’s mission with established structure and activities; actively works to improve the capabilities of teams.
• Manage through Ambiguity – Adapts to people, shifting demands, and changing priorities with ease; creates clear picture of the importance and relevance of change; finds way to apply innovative ideas to enhance business results.
• Demonstrate Cultural Awareness – Establishes an inclusive environment; is appreciative, affirming, and inclusive of all cultural backgrounds; demonstrates active listening, empathy, and effective engagement to increase cultural competence.
• Action-oriented – Integrates a variety of information or translates corporate strategy; drives innovation to create competitive edge; introduces substantive improvements to enhance performance throughout a functional area; creates something that stands out against the norm to help deliver industry-leading performance.
• Teamwork – Facilitates collaboration; invests in building relationships; advocates ideas and effectively negotiates to achieve mutually successful outcomes; knows and considers the capabilities of coworkers in own actions; brings people together across boundaries, leveraging differences to achieve results as a team.
• **Impact and Influence** – Empowers teams to perform; appropriately uses the power of the position as well as personal influence to achieve outcomes; persuades others to willingly pursue a course of action against their initial inclination; creates a team spirit of excitement and positive motivation; holds the group/team accountable to higher goals based on greater empowerment.

*Note: This job description is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the job.*

**Additional Information**

This is a full-time position.

Only national candidates will be considered.

**Type of Contract:** National

**Report to:** Deputy Chief of Party

**Duty Station:** Kigali, with frequent travel to the program target 10 districts.

**Contact and Further Information:**

If you are both qualified and Water For People interests you, please visit the local job advert websites for more information. Please apply with your CV and cover letter to this position in English to rwanda@waterforpeople.org. In person visits or phone calls are not allowed!

**Deadline for submitting your application is 5 pm MDT, February 5, 2021.**