



EWB Long Term Fellowship WASH Catalysts

Role: Organisational Development Specialist

Venture: WASH Catalysts

Website: <https://www.ewb.ca/en/venture/wash-catalysts/>

Location: Lilongwe, Malawi

Start Date: Training May 2017, placement start date June 2017

Duration: 12 months

Engineers Without Borders Canada (EWB) is a Canadian NGO that invests in people and ventures to create a thriving and sustainable world. Bolstered by its network of 36 chapters and 1600 members, EWB provides seed funding, talent and mentorship to social enterprises throughout sub-Saharan Africa. For more information on EWB, visit <http://ewb.ca>.

The EWB Fellows Program

The EWB Fellows Program exists to develop a cadre of Systems Change Leaders by equipping them with the opportunities, competencies and skills needed to build a more thriving and sustainable world. Every year we recruit 25-30 outstanding people for the 12-month Fellowship, placing successful candidates in one of our early-stage Ventures located throughout sub-Saharan Africa. This Fellowship opportunity is with WASH Catalysts and is based in Lilongwe, Malawi.

About WASH Catalysts

Since 2008, EWB's Water, Sanitation and Hygiene (WASH) initiatives in Malawi have been working with private, public, and donor stakeholders in Malawi's WASH sector in areas of decentralisation, sustainability, management systems, and coordination. We envision a future wherein WASH services shift from projectized approaches towards a sustainable service delivery model. Projectized approaches focus on the implementation of discrete, one-off projects at the community level. Sustained service delivery approaches focus on the long-term provision and improvement of WASH services by permanent institutions to communities at scale.

WASH Catalysts is currently working to:

- 1) Provide non-financial support to District government water offices through our Tingathe ("We can") Fellowship Program. The program invites government officials to develop innovative approaches for improved service delivery in the face of few resources and staff, and brings Fellows together to share challenges and successes.
- 2) Consult for WASH NGOs to improve program design for institutional sustainability through partnerships, coordination, and better-designed exit strategies.

- 3) Advocate for increased recurring funds to be made available to district level government offices to improve WASH service delivery functions, especially operation and maintenance.

About the role

The WASH Catalysts venture is in the final year of a three-year strategy to strengthen various governance structures in the WASH sector in Malawi (mentioned above), and is in the initial phases of exploring opportunities to expand beyond Malawi's borders.

We have identified the local WASH CSO network secretariat known as the Water and Environmental Sanitation Network (WESNet) as an important pathway for sustaining the impacts of many of our venture's initiatives that are coming to an end over the next year. However, the secretariat lacks many of the capacities needed to effectively maintain and leverage the network for better coordination, knowledge management, and advocacy within the network. Many of the challenges the secretariat faces have roots in underlying organizational inefficiencies, role ambiguity, funding shortages, and lack of coordination and cohesion amongst member organisations.

The primary role of the Organisational Development Specialist for WASH Catalysts will be to provide in-depth support and mentorship the WESNet secretariat to strengthen their ability to play critical coordination and advocacy functions in the long-term in Malawi.

Responsibilities of the Specialist will include:

- Conducting a capacity needs and organizational assessment of the secretariat and key gaps to be addressed in relationship to network coordination, knowledge management, advocacy, and resource mobilization
- Providing mentorship on managing network activities and operations
- Coordinating necessary structural and possibly constitutional changes to the secretariat and network structure to allow effective networking functions to be played
- Continuing to strengthen district and regional chapters and the linkage to the secretariat
- Continuing to pilot the Sector Advocacy Framework housed by the secretariat
- Contributing to the mobilization of long-term funding for the secretariat
- Effectively liaising with key organizational allies involved in network strengthening, including with SHARE partners to pilot a simple knowledge sharing platform for the network
- Developing methods of measuring network performance and management

The role will also include additional secondary responsibilities including administrative tasks from time to time, taking part in developing and exploring possible viable models for operation beyond Malawi's borders from an organisational development perspective, and other programmatic responsibilities as assigned.

Sound exciting? Here's who we are looking for.

Skills & Qualifications

Essential qualifications/experience:

- Undergraduate degree mandatory
- 2+ years postgraduate experience
- Fluent in English
- Experience in organizational development especially for network, alliance, or membership-based organizations
- Strong knowledge base in organizational development approaches and frameworks
- Experience in coaching and mentoring
- Experience in advocacy campaigns considered an advantage
- Experience in Malawi, or in Africa more generally, will be considered an advantage

Essential skills/traits:

- Self-motivated and task-oriented
- Excellent interpersonal and team building skills
- Strong leadership skills and the ability to both give and receive direction as required
- Ability to work well with people from various backgrounds, adaptability to various work environments
- Ability to demonstrate a high degree of professionalism, patience, flexibility, and persistence, especially in a low-resource environment
- Is interested in governance for all of its potential, challenges, and opportunities
- Additional skills in one or more of the following considered an asset: strategic and analytical thinking, report writing, monitoring and evaluation, program/project/grant management, marketing, etc.

Please note: You must be a Canadian citizen, permanent resident, or landed immigrant in order to apply. No exceptions.

Compensation

All costs relating to the placement are either paid for directly by EWB (airfare, insurance, vaccinations, trainings) or indirectly through a living stipend, which covers food, living expenses, local travel, etc. Fellows also receive an honorarium that can be used to assist with repatriation costs. The stipend covers basic living expenses for a modest lifestyle in your placement country. You should not expect to save money during this year or use the stipend to cover previous expenses (e.g. student loans). Additionally, EWB offers a range of benefits including insurance, a settlement allowance, professional development opportunities, and more.

Application Instructions

Submitting your application for the EWB Fellowship involves two steps:

Step 1: Under the subject line “Organizational Development Specialist - WASH Catalysts”, submit your CV/Resume to devonmatthews@ewb.ca.

Step 2: Complete the following [online application form](#). Please select "EWB Long Term Fellowship - WASH Catalysts" as the "Opportunity type". If you would like to submit your candidacy to more than one role, please fill out separate forms.

Applications will be reviewed, and interviews scheduled on a rolling basis, so please submit your application as soon as possible. If the posting is still on our website, consider the role available.

For further detail about EWB, please visit [our website](#).