



EWB Long Term Fellowship WASH Catalysts

Role: Institutional Sustainability Officer

Venture: WASH Catalysts

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

Location: Blantyre/Lilongwe, Malawi

Start Date: Full-time Training in Toronto (accommodation provided) beginning October 1st 2017, departure for placement October 22nd 2017

Duration: 3 weeks of training in Toronto, 12 months in Malawi

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 40 chapters and 1300 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 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 at the end of a three-year strategy to strengthen various governance structures in the WASH sector in Malawi for strengthened service delivery (mentioned above), and has extended the timeline for a period of a year to ensure that initiatives are wrapped up fully. In addition to efforts to disseminate and integrate lessons learned from this period of work in Malawi and internationally, WASH Catalysts is also in the initial phases of exploring opportunities to expand their consulting services for NGOs and projects.

It is with these objectives in mind that WASH Catalysts has partnered with a newly formed Malawian NGO called BASEflow. BASEflow is focused on the area of groundwater resources and infrastructure, largely through examining sustainability of the water table and the associated handpumps. Like WASH Catalysts, they are keenly interested in building the capacity of the sector to address sustainability challenges that have plagued the sector for years. The goal of the partnership is therefore three-fold:

- 1) To jointly pursue opportunities to consult NGOs and projects in Malawi on institutional sustainability through robust project design, implementation, and transition (exit) strategies;
- 2) To lead BASEflow’s engagement with the Water Services Association of Malawi (WASAMA) to develop a sector-wide training program that directly promotes best practices that will position the sector for the attainment of the Sustainable Development Goal 6; and



- 3) To explore how sustainability initiatives undergone by WASH Catalysts may be strengthened in the sector through the work of BASEflow locally in Malawi.

As an Institutional Sustainability Officer for WASH Catalysts, your responsibilities will include objectives related to the expansion of WASH Catalysts as a consulting body as well as to support the three-fold partnership with BASEflow. Responsibilities will include but are not limited to the following:

- Provide support to WASH Catalysts and BASEflow in piloting a local consulting model for NGOs on sustainable project design, implementation, and transition in Malawi and exploring the possibility of expanding beyond Malawi
- Contribute to efforts to solidify an online platform for WASH Catalysts and in finalising key documentation
- Develop capacity gap assessment of the water sector stakeholders including NGOs, private sector and government
- Support WASAMA, and its partners, to develop and, where possible, to deliver a comprehensive training program to sector stakeholders including consolidating a viable business model for sustaining the program beyond traditional donor financing
- Integrate outcomes of WASH Catalysts initiatives on strengthening local government and advocacy with BASEflow activities and other sector processes

The role will also include additional secondary responsibilities including strategy development, as well as other administrative and programmatic responsibilities as assigned.

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

Skills & Qualifications

Qualifications/experience:

- Undergraduate degree in related field mandatory
- Masters' degree preferred in one of the following areas: international development, social science, water resources management, social enterprise development, business administration
- 3+ years post-graduate experience preferred



- Fluent in English
- Strong knowledge base in adult learning approaches and leadership development
- Experience in coaching and mentoring
- Experience working in Malawi or in Africa more generally will be considered an advantage

Desired 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, communications, systems design, etc.

Please note: You must be a Canadian citizen or permanent resident 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 that is provided after completion of 12 month contract. 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 (ex. 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 "Institutional Sustainability Officer - WASHCats", submit your CV/Resume to ltfrecruitment@ewb.ca

Step 2: Complete the [following online application form](#).

We **highly encourage** applicants to apply for more than one role as this is a highly competitive program. 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 read our Fellowship FAQ, [our website](#) and our [manifesto](#).