**VACANCY**

**Africa Water Investment Program (AIP)**

**GENDER AND WATER ADVISOR**

Global Water Partnership-Central Africa (GWP-CAf)

**INTRODUCTION**

The Global Water Partnership (GWP) is an international non-profit network organisation created in 1996. With a diverse partnership of more than 3000 organizations from 178 countries, including governments, the private sector, civil society groups, the GWP network is made up of 13 Regional Water Partnerships and 85 Country Water Partnerships (CWPs), which are neutral platforms for dialogue on development policies from the bottom to the top.

Global Water Partnership Central Africa (GWP-CAf), the GWP Regional Water Partnership in Central Africa (<https://www.gwp.org/en/GWP-Central-Africa/>) was formally established in 2008. Its vision is for a "Central Africa where water security is guaranteed", and its mission is to "support sustainable development through the promotion and implementation of Integrated Water Resources Management (IWRM) in Central Africa".

The GWP Africa Coordination Unit is based at GWP Southern Africa (GWPSA) in Pretoria, South Africa and coordinates GWP Africa programmes across Africa. In addition, GWPSA hosts the GWP global theme on Climate resilience and is charged with providing global strategic leadership and coordination of implementation of the GWP strategy on climate resilience.

**Africa Water Investment Programme (AIP)**

In February 2019, the Governing Council of the Africa Ministers Council on Water (AMCOW) adopted a Decision for transformation of Africa’s water investment outlook through increased partnerships and implementation of an Africa Water Investment Programme (AIP).

The Ministers commended efforts of the Global Water Partnership (GWP) and partners, “to establish, through the AIP, a partnership to release Africa’s Development Potential to achieve both the Africa Union Agenda 2063 in collaboration with AU, AMCOW, NEPAD Agency, Africa Development Bank (AfDB) and Africa Water Facility (AWF)”. The Ministers called for continued cooperation of GWP and partners to implement the AIP and AMCOW Strategy 2018 - 2030 in pursuit of the vision of a water secure Africa.

In response to the Ministers Decision, the Africa Water Investment Programme has been developed by GWP and partners to accelerate the preparation of climate resilience water investments in Africa and enhance job creation through scaled up gender sensitive investments in water security and Africa’s’ industrialization. AIP will also support Africa’s efforts on SDG 2030 Agenda and the Paris Agreement on climate change.

AIP will be implemented by GWP in collaboration with key partners such as AUDA-NEPAD, AMCOW, AfDB, AWF and others. AIP will strengthen the business case for investments in water security and support preparation of bankable projects as instruments to stimulate transformative economic growth, address the root causes of migration and youth unemployment. AIP will contribute to the goals of the AU Agenda 2063; the Africa We Want and the AfDB High Five Priorities and objectives of the Africa Continental Free Trade Area (AfCFTA) brokered by the Africa Union (AU) and signed by 44 of the 55 AU member states.

**WACDEP-G**

The guiding principles for Integrated Water Resources Management (IWRM) were adopted by experts from all over the world in Dublin in January 1992 and approved by heads of states and governments at the UN Conference on Environment and Development in Rio de Janeiro in June 1992. The third of these four guiding principles states that: “Women play a central part in the provision, management, and safeguarding of water”. World leaders, governments and water professionals thus acknowledged that gender equity is inextricably bound up with sustainable water resources management and sustainable development in general.

With the adoption of the Sustainable Development Goals, gender equality is placed at the heart of the 2030 Agenda for Sustainable Development through SDG 5: “Achieve gender equality and empower all women and girls”. GWP has been advancing gender issues based on its gender strategy and more recently its “Gender Action Piece” through which it continues to play a crucial role in promoting gender issues in water resources management by supporting water sector stakeholders in their efforts to ensure equity through sustainable management and development of water resources. As part of implementation of its gender strategy and “Gender Action Piece”, GWP developed the Gender Equality in Water Security and Climate Resilient Development Programme (WACDEP-G) in Africa which has been approved for funding by the Austria Development Agency. The WACDEP-G will be implemented across the five GWP Regional Offices in Africa.

GWP and partners have been implementing an African Ministers’ Council on Water (AMCOW) Program *“*Water *Climate and Development Program (WACDEP)*” in Africa since 2011 in order to realize the climate change related commitments expressed by African Heads of State and Government in the 2008 *Sharm el-Sheikh* *Declaration* on water and sanitation.

The goal of WACDEP is to promote water as a key part of sustainable regional and national development and contribute to climate change adaptation for economic growth and human security. The overall objective is to support countries integrate water security and climate resilience in development planning and decision-making processes, through enhanced technical and institutional capacity and predictable financing and investments in water security and climate change adaptation.

The First Phase (2011-2015) of the Program covered eight countries (Cameroon, Ghana, Burkina Faso, Mozambique, Zimbabwe, Burundi, Rwanda and Tunisia), and five transboundary basins (Volta, Lake Chad, Lake Victoria-Kagera, Limpopo Basins and the North Western Sahara Aquifer System). The Second Phase (2016-2019), in addition to building on the lessons learnt from phase I, tried to respond to emerging issues and priorities for African such as the Paris Agreement on climate change and the 2030 SDGs. The program in phase II covered additional ten countries (Benin, Mali, Senegal, Sao Tome and Principe, Central Africa Republic, Kenya, Uganda, Mauritania Tanzania and Zambia) but kept the same transboundary basins.

Phase II of program implementation focused in supporting countries in developing and/or implementing NDCs, including NAPs, and supporting countries and regional organizations in preparing investment plans, project concepts or proposals that will facilitate investment for water security and climate resilience in Africa. Though gender mainstreaming was considered in the WACDEP, the issues around gender inequalities and the implication for resilience building was not considered.

Recognizing the significance of gender inequality in water security and climate resilience in Africa, WACDEP is now shifting towards gender transformative approaches. The new phase of the program (2020-2025), Water, Climate, Development and Gender Equality (WACDEP-G), will be implemented in 18 countries and 5 transboundary basins with the financial support from the Austrian Development Cooperation (ADA) within the framework of the African Water Investment Program (AIP). The overall objective of WACDEP-G is to transform gender inequalities at scale by promoting gender-transformative planning, decision-making and institutional development for climate resilient water investments in Africa. The ultimate goal is to achieve progress in gender equality by shaping investments in climate-resilient water security for 3.6 million people over 6 years, involving projects and programs amounting to about $1 billion investments from government and private sources.

The Program is structured around three main components:

1. Gender-transformative change for implementation of climate-resilient water investments,
2. Mobilising partnerships and building motivation, capabilities and opportunities for transforming structurally embedded unequal power relations,
3. Agile learning from implementation of local pilots.

Implementation of WACDEP-G (first phase:2020-2021) started on 1st April 2020 in 5 countries and 5 transboundary basins. For the Central African region, the program will target the transboundary basin organizations, ECCAS and the GWP Central Africa target countries.

**Gender and Water Advisor – WACDEP-G**

To effectively and efficiently support GWP Central Africa and its partners in implementing the Gender Equality in Water Security and Climate Resilient Development Programme (WACDEP-G) in Central Africa, as well as in mainstreaming gender in its work, GWP-CAf is recruiting a **full time** Gender and Water Advisor who will work with the GWP-CAf regional secretariat in Yaoundé.

**SCOPE OF THIS POSITION**

Under the direct supervision of the Regional Executive Secretary, the Gender and Water Advisor will be technically responsible for the gender and water aspects of WACDEP-G development and implementation in Central Africa Region and Cameroon. S/he will also support the implementation of the AIP programme portfolio in Central Africa.

This position requires multi-tasking abilities, delivery capacity, attention to detail and respect of timelines. The position may involve national and international travel.

His/her specific duties and responsibilities will include amongst others:

* 1. **Programme Development**
* Support gender analysis work to be carried out in the Central Africa region and in Cameroon;
* Support the undertaking of capacity needs assessment (gender) for the region and Cameroon;
* Support the development of detail WACDEP-G work plan, budget and capacity development plan for GWP-CAf and Cameroon;
* Identify opportunities at regional and country levels that are relevant and useful for WACDEP-G ;
* Support GWP Central Africa (GWP-CAf) in their gender analysis work in other countries as required.

* 1. **Programme Implementation**
* Map out key stakeholders at regional (ECCAS), transboundary (Lake Chad and Congo River Basin) and country (Cameroon) levels that will have role in implementing WACDEP-G;
* Identify their roles (powers) and interests in relation to implementing WACDEP-G;
* Develop stakeholder engagement strategy for implementing WACDEP-G at regional, transboundary and country levels;
* Establish relationships with relevant government and non-government actors mainly with organizations dealing with gender and with gender focal points in other relevant government and non-government organizations;
* Coordinate the implementation of gender focused capacity building activities of the program at regional, transboundary and country levels;
* Support the process of selecting and implementing a demonstration project in Cameroon, ensuring that the project is oriented to a gender transformative approach;
* Provide guidance to consultants who will be engaged in conducting gender analysis in the region and in Cameroon;
* Provide gender related technical support in implementing other GWP programs in GWP-CAf and in Cameroon.
  1. **Programme Monitoring, Reporting and Evaluation**
* Collect gender related data and information (gender-disaggregated) during the implementation of the program at regional, transboundary and country levels;
* Make sure that program reports (monthly, quarterly and annual) have gender disaggregated data/information;
* Make sure that all reports are contributing to the gender related targets of the Program;
* Review program progress reports from all countries in the Central Africa Sub region and provide feedback for improvement.
  1. **Knowledge management and communication**
* Document key program results and lessons to be generated from the processes and activities of implementing the program mainly focusing on gender aspects;
* Document processes and experiences at regional, transboundary and country levels related to gender;
* Develop knowledge materials (technical notes, articles) based on the results and lessons from program implementation, and for other related processes;
* Identify platforms, and develop strategies on how to use existing platforms to promote a gender transformative approach at regional, transboundary and country levels;
* Contribute to internal capacity building of GWP in Africa, Central Africa and Cameroon;
* Work closely with the knowledge management and communications team at GWP-CAf.
  1. **Other duties**
* Participate in GWP-CAf and GWP Africa CU Program coordination meetings (physical and online);
* Support implementation of WACDEP-G at Regional level with guidance from GWP-CAf and GWP Africa Coordination Unit (CU);
* Assist with requests that may come from GWP-CAf and CU;
* Perform other prioritized duties as agreed upon with GWP-CAf Executive Secretary and Gender & Water Program Officer.

**QUALIFICATION AND EXPERIENCE**

The ideal candidate for the position of must be a national of a GWP-CAf countries (Cameroon, Republic of the Congo , Gabon, Chad , Equatorial Guinea and Sao Tome & Principe). Interested applicants for GWP-CAf Regional Gender and Water Advisor position are required to have a high level technical/professional expertise that demonstrate the following qualifications and experiences:

* At least a Master’s Degree in development studies, gender studies, social sciences, natural resources management, or related fields;
* An understanding of development issues including gender inequality, and the institutional and policy environment around water security, climate resilience building and gender equality in the country and in the region;
* At least 7 years work experience in gender analysis, developing gender sensitive and transformative activities or plans. Desired but not required- ability/experience to develop trainings and experience with facilitating trainings/meetings/events);
* At least three years of working experience in the region and/or in the country preferably in gender equality and social inclusion, women empowerment and gender mainstreaming areas;
* Working experience in the field of climate change, water or natural resources is required;
* Excellent analytical, writing, organisational and task management skills. Demonstrated teamwork skills and ability to work independently;
* Fluency in French language and at least a good working knowledge of the English Language. Knowledge of another regional language (Spanish / Portuguese) is an advantage;
* Experience in collaborating and/or working with government institutions and agencies is required;
* Ability to work with a diverse group of people, both independently and as part of a team;
* Good understanding of the issues in relation to GWP-CAf’s vision and mission and commitment to water security and sustainability issues is required.

**REPORTING AND WORKING RELATIONSHIPS**

**Internal** – The Gender & Water Advisor will work closely with GWP-CAf Programs, and Communications & Knowledge Management Teams, and report to the GWP-CAf Regional Coordinator, and to the Regional Steering Committee of GWP Central Africa.

**External** – The candidate will contribute to the Central Africa sub-regional report, and collaborate with the Africa Water Investment Programme Regional Team based at the GWP Africa Coordination Unit in Pretoria, South Africa. He/She will also work liaise with GWP-CAf partners like Economic Community of Central Africa States (ECCAS), the Lake Chad Basin Commission (LCBC), and the Congo Basin Commission (CICOS).

**SUBMISSION OF APPLICATIONS**

Interested candidates should prepare and submit a one-page motivation letter, addressed to the GWP-CAf Chair, with their curriculum vitae (including 3 references) to **recruit-cam@wwfcam.org** with copy to **secretariat@gwpcaf.org** clearly indicating ***“Application for the position of Gender & Water Advisor for GWP Central Africa” as the email subject.***

Applications must be submitted electronically no later than 5 pm (Cameroon time) on July 5th ,2020. This call for applications is open to all candidates from the Central African region who are nationals of one of the GWP countries in Central Africa (see country list above)

Female candidates are strongly encouraged to apply. Please note that only pre-selected candidates will be contacted.

**EXPECTED START DATE:** 1st August 2020

**DURATION OF THE CONTRACT:** 1 YEAR , with possibility of renewal.

**PLACE OF EMPLOYMENT:** Yaoundé, Cameroon