

Individual Vacancy Position

GOVERNANCE AND INSTITUTIONAL CONSULTANT

Background

The SADC Secretariat, through the Directorate of Infrastructure and Services – Water Division, in Gaborone, Botswana received a grant through the World Bank to implement the Sustainable Groundwater Management in SADC Member States project.

The Southern African Development Community Groundwater Management Institute (SADC-GMI) is a newly established regional centre of excellence on groundwater management hosted by the University of the Free State in Bloemfontein, South Africa on behalf of and under the strategic guidance of the SADC Secretariat, Directorate of Infrastructure and Services – Water Division, in Gaborone, Botswana.

The vision of the SADC-GMI is to ensure the equitable and sustainable use and protection of groundwater in the SADC region. The role of the SADC-GMI is to:

- Promote sustainable groundwater management in the SADC region through building capacity, providing training, advancing research, supporting infrastructure development, and enabling dialogue and exchange of groundwater information.
- Conduct and support the 15 SADC Member States in groundwater research and serve as the focal interlocutor with national, regional and international groundwater initiatives.

The SADC-GMI was established as a not-for-profit company under South African law and it is the implementing agency of the Sustainable Groundwater Management in SADC Member States project funded by the World Bank (through the support of the Global Environment Facility and the Cooperation in International Waters in Africa trust fund) until June 2019. During this period the SADC-GMI is expected to secure long term funding to become a sustainable centre of excellence and groundwater expertise in the region providing research, training and advice to public and private sector clients.

The current project which the SADC-GMI is implementing comprises four main components, with each component comprising a number of sub-components:

- Component A:* Operationalising the SADC-GMI;
- Component B:* Enhancing institutional capacity of governments in SADC Member States and transboundary organisations;
- Component C:* Improving availability of and access to knowledge, scientific research

and data on groundwater; and
Component D: Promoting infrastructure solutions for sustainable groundwater management.

The SADC-GMI hereby invites applications from suitably qualified candidates to fill the new position of:

Governance & Institutional Consultant

Duty Station

The position is based in the SADC-GMI office hosted within the Institute for Groundwater Studies at the University of the Free State in Bloemfontein, South Africa, with extensive travel to the 15 SADC Member States

The Position

Governance and Institutional Consultant will lead the follow-ups and accelerated implementation of project activities relating to strengthening governance and institutional capacity for sustainable groundwater management in the 15 SADC Member States.

Key Duties and Responsibilities

The key duties and responsibilities will include the following:

1. Provide technical guidance and leadership for the implementation of a gap analysis and action planning study being undertaken by consultants for support to the creation of an enabling policy, legal and institutional environment for the effective sustainable management and development of groundwater in the 15 SADC Member States and at regional level;
2. Oversee implementation of an advocacy programme amongst the Member States to encourage addressing of gaps identified in the Gap analysis study for the policy, legal and institutional frameworks for groundwater management;
3. Oversee the implementation of a pilot project in one Member State addressing identified gaps in the policy, legal and institutional frameworks for groundwater management;
4. Provide support to Member States in their pursuit to update and harmonise legislation, and improve policy and regulatory instruments for challenges facing national aquifers across sectors;
5. Engage other stakeholders involved in institutional frameworks for managing groundwater;
6. Support to the SADC Member States in their pursuit to update and harmonise legislation and improve policy and regulatory instruments for challenges facing transboundary aquifers;
7. Support the elaboration and implementation of guidelines, standards and management tools for effective groundwater management and development through the dissemination of available best practices as well as the development and dissemination of new guidelines, standards and tools and advocating for their use amongst Member State institutions;
8. Help strengthen the integration of groundwater management in shared watercourse commissions and agreements;
9. Pay particular focus on the policy and legal aspects for effective integration or emphasis of groundwater within basin-level agreements, and any need for instruments related to transboundary aquifers specifically

Selection Criteria

The ideal profile of the successful candidate will be based on the following competencies:

- Demonstrated expertise in the leadership of projects strengthening governance and institutional capacity for sustainable groundwater management at national level
- Multi-country experience strengthening governance and institutional capacity in the water sector, and particularly in groundwater is highly preferred;
- Ability to interact effectively with and represent the organization to a wide range of clients and stakeholders in multiple organizations and cultures;
- Excellent multi-cultural, and inter-personnel skills, with experience and demonstrated skills in networking with Ministry level-partners, donors, private sector, national and international NGOs and local community-based organizations;
- Working experience in the field of groundwater governance, law and policy, water cooperation and regional integration;
- Familiarity with the regional integration and development agenda in the SADC region is essential, particularly in the groundwater sector.
- Knowledge of key issues pertaining to the management of groundwater resources in the SADC region and how these can be integrated into effective management of national aquifers, transboundary aquifers and river basin organisations.
- Excellent written, analytical, presentation and reporting skills;
- Problem solving skills and ability to cope under pressure;
- Be able and willing to travel extensively regionally; and,

Required Qualifications and Experience:

The ideal consultant will be an individual South African citizen or permanent resident whose minimum qualifications, skills and experience are:

- At least a Master's degree in International/Institutional development, Development studies, International Water/Environmental Law or similar discipline with expertise for international governance and institutional development,
- 10 or more years' working experience in institutional assessment and organisational development in the public sector or national government ministries, departments and agencies;
- Demonstrated ability to work independently, and in a diverse team
- Be fluent in English, while additional working knowledge of Portuguese and French are highly desirable.
- Be willing to travel to the 15 SADC Member States.