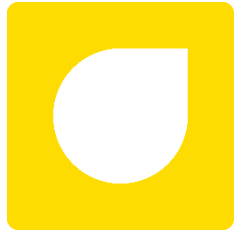
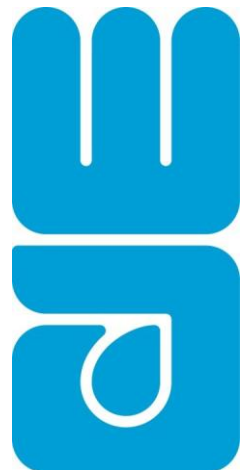


# Policy Analyst – Private Sector

Job description



WaterAid/Ernest Randriamalala



**WaterAid**

# We are WaterAid



**Our vision** is a world where everyone everywhere has access to safe water, sanitation and hygiene.

## Our mission

Transform lives through sustainable and safe water, sanitation and hygiene.

**Our values** define our culture and unite us across the many countries in which we work. They are at the very heart of WaterAid - who we are what we do and how we do it.

**Respect.** We treat everyone with dignity and respect and champion the rights and contribution of all to achieve a fairer world.

**Accountability.** We are accountable to those whose lives we hope to see transformed, to those we work with and to those who support us.

**Courage.** We are bold and inspiring in our actions and words, and uncompromising in our determination to pursue our mission.

**Collaboration.** We work with others to maximise our impact, respecting diversity and difference in the pursuit of common goals.

**Innovation.** We are creative and agile, always learning, and prepared to take risks to accelerate change.

**Integrity.** We act with honesty and conviction and our actions are consistent with openness, equality and human rights.





# About the role



## Job purpose

Safely managed water supply, sanitation, and hygiene (WASH) services are essential foundations for human health, livelihoods, and economies, yet in many parts of the world they are undervalued and underfunded. The impact of COVID-19 and accelerating climate and environmental crises underscore the importance of achieving Sustainable Development Goal (SDG) 6 and ensuring the necessary investments are in place.

Through its Global Strategy (2022-2032), WaterAid has significantly increased the priority given to the role of the private sector in helping to achieve WaterAid's global aims: universal access in targeted geographies, public health improvement, climate change resilience, and finance. You will support the research and outreach program that identifies the mechanisms through which the private sector, with an emphasis on major water users, service providers, and financiers can support the achievement of WASH.

The postholder will act as a critical resource for WaterAid on private sector's contribution to WASH, working closely with other colleagues across the organisation, and developing informed WaterAid positions and advocacy on the key areas through which WaterAid can work to influence the behaviours and actions of these critical actors in the achievement of water security and WASH services.

## Team description

This position will be based in WaterAid's Global Private Sector Policy and Advocacy team (part of the Global Policy & Campaigns Department, GPAC) and will report to the Global Director, Private Sector Policy and Advocacy. The team plays a lead role across the WaterAid Federation in setting WaterAid's policy change agenda for the private sector. The Policy Analyst – Private Sector will support a number of areas

The successful candidate will also work closely with the Campaigns and International Affairs Teams in GPAC as well as with policy, advocacy, campaign, partnerships, and programme specialists across WaterAid. These include the Programme Support Unit, Regional Teams, Country Programmes, and other WaterAid Federation members, supporting WaterAid's goal of leveraging the private sector to improve and deliver WASH outcomes.

# Terms of appointment



<b>Place of work:</b>	The role will be based in a WaterAid Office in either United Kingdom, United States, Sweden or Ghana. All locations are subject to right-to-work eligibility in the respective countries. Hybrid working options are available and can be discussed at the interview. For the UK Location, we offer a minimum of 40% of working time is spent face to face, either in London office, or as a result of external engagement or travel for WaterAid. WaterAid is located at Canary Wharf, London and this will be your location and contract base.
<b>Salary and Grade:</b>	Salaries and benefits for different countries will vary in line with the location of the successful candidate and depending on experience. See further details below for some of the countries: <ul style="list-style-type: none"><li>• London: £45,851- £51,583 per annum with excellent benefits</li><li>• USA: \$65,000 - \$87,500 per annum with excellent benefits</li><li>• Sweden: SEK 47,000 – 50,000 per month with excellent benefits</li><li>• Ghana: GHS 182,753 – 286,864 per annum with excellent benefits</li></ul>
<b>Contract type:</b>	Permanent, Full time
<b>Reports to:</b>	Global Director, Private Sector Policy and Advocacy
<b>Manages:</b>	None at this time
<b>Budget responsibility:</b>	None
<b>Travel:</b>	Travel within the UK and globally is required

# Accountabilities



The Policy Analyst – Private Sector Influencing

## **Private Sector and WASH Research, Evidence, and Policy Formulation and Coordination**

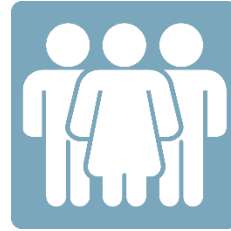
- Support the development of a coherent and evidence-based narrative on the private sector's contribution to improving water security and WASH outcomes with an emphasis on their role in the delivery WASH services and impacts on water resources. May also contribute to work on understanding the role of the private sector financing for WASH.
- Play a key role in gathering the evidence working with colleagues in GPAC and international programmes to understand the best models of WASH service delivery where the private sector has been important.
- Support the development of frameworks for integrating WASH into the most salient corporate sustainability mechanisms (both social and environmental), building on existing work completed at WaterAid and facilitating their adoption.
- Lead the work of documenting and developing case studies of positive private sector actions across the federation working closely with colleagues working on private sector projects. Integrate findings into both internal and external discussions and help coordinate private sector work across the federation.
- Develop a strong project management system for tracking progress of all of WaterAid's private sector work in delivery of its strategy, working closely with leads.
- Support internal and external consultations on the most important external policies and frameworks related to private sector impacts and contributions to WASH outcomes.
- Work with colleagues to conduct analyses of policies that enable the uptake and implementation of the most impactful private sector actions for WASH.
- Work closely with colleagues in the Global Policy and Campaigns Department, the Strategic Partnerships team, and the Programme Support and Knowledge Unit, to influence the wider policy debates on private sector engagement for WASH.
- Support new research that addresses gaps in the evidence base and strengthens the case for private sector action for WASH, working with other colleagues across GPAC, Strategic Partnerships, IPD and Federation members, on joint cross-cutting pieces of policy research

- Lead work with Communications and Media teams to disseminate research through media and social media channels

## **External Representation and Global Influencing**

- Act as a recognised WaterAid expert on the private sector's role in WASH and engaging in relevant technically oriented discussions.
- Work with the Director for Private Sector Policy and Advocacy and other senior colleagues to build influential relationships with high-level policy makers and processes, working with and through CPs, regions and Federation members, to position WaterAid as the authoritative voice on private sector WASH.
- Support the identification of key moments and opportunities for WaterAid, including relevant private sector oriented conferences, roundtables, and events for influence.
- Build a strong network of key players – both within the WASH sector and in broader private sector and development communities – to increase influence and position WaterAid as a leading organisation in terms of leveraging core strengths of the private sector for WASH outcomes.
- Travel as necessary to regions and Country Programmes, as well as to relevant international events and conferences

# Person specification



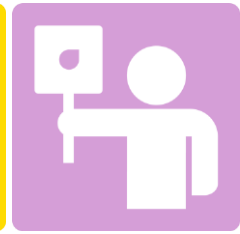
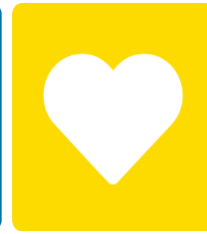
## Essential skills

- Very strong project management skills with the ability to work and communicate effectively with and across key internal stakeholders across different geographies, in establishing the necessary evidence, policy positions and research gaps
- Knowledge of how private sector actors (corporates, financiers, and solution providers) can provide solutions for improved WASH outcomes.
- Knowledge, interest, and experience in working in and developing frameworks related to corporate sustainability (both environmental and social) that impact on WASH outcomes,
- Excellent verbal and written skills in English with proven experience of authoring high-impact policy briefs
- Commitment to WaterAid's values and a working style that reflects these
- Strong analytical, research, and project management skills
- Willingness and ability to travel internationally to fulfil requirements of the role

## Desirable skills

- Experience working at the intersection of WASH and water resources management.
- Masters' degree, or post-graduate qualifications and research experience in a relevant water related or development field
- Fluency in French, Spanish or Portuguese
- Excellent communication and presentation skills
- Strong IT skills in Microsoft Word, Excel, Outlook, and PowerPoint

# Our commitments



## Our People Promise

We will work with passion and focus to ensure safe and sustainable water, toilets and hygiene are available to everyone, everywhere. WaterAid is a place of purpose – where people have a real commitment and shared responsibility for the impact we have. We are a global community with diverse backgrounds and perspectives, motivated by inspiring, stimulating work. We are determined to put the wellbeing of our people first, to be a place where people feel safe and able to contribute their voice and truly live our values.

## Equal opportunities

We are an equal opportunity, disability-confident employer and are dedicated to achieving the highest standards of diversity, equity and inclusion. We welcome applications from people of all backgrounds, beliefs, customs, traditions and ways of life. This includes, but is not limited to, race, gender, disability, age, sexual orientation, religion, national or social origin, health status, and economic or social situation.

## Safeguarding

We are also committed to protecting everyone we come into contact with. We have a zero-tolerance approach to abuse of power, privilege or trust across our global work, and any form of inappropriate behaviour, discrimination, abuse, bullying, harassment, or exploitation. Safeguarding the people and communities we work with, our staff, volunteers and anyone working on our behalf is our top priority, and we take our responsibilities extremely seriously.

**Wherever you work in WaterAid and whatever job you do, you'll be joining a global network helping people change their own lives with clean water, decent toilets and good hygiene.**



WaterAid, 6th Floor, 20 Canada Square, London, E14 5NN

Registered charity numbers:  
288701 (England and Wales) and  
SCO39479 (Scotland)

Company number: 1787329