

# ORGANIZATIONAL DEVELOPMENT SPECIALIST

## Terms of References

<b>Project Title:</b>	<i>Integrated Water Resources Management in Kosovo</i>
<b>Post Title:</b>	Organizational Development Specialist (short-term national expert)
<b>Duty Station:</b>	Program Facilitation Unit based in Pristina
<b>Duration of Initial contract:</b>	Up to 30 days until April 2020 (possibility for extension)

### BACKGROUND / CONTEXT:

The recently launched *Integrated Water Resources Management in Kosovo* (IWRM-K) Program stands in its inception phase that is expected to extend until the end of April 2020, when the 4-years long implementation phase is planned to start. The Program is implemented by the consortium of Skat Consulting Ltd. (Switzerland) and the Environment Agency Austria, in partnership with KEK-CDC Consultants (Switzerland) as well as World University Services (Austria) and other experts providing complementary expertise required for the conceptualization and the implementation of IWRM-K.

The IWRM-K Program undertakes a wide range of national and local level interventions, including: **a)** support to developing institutional capacity of the key water sector stakeholders; **b)** preparation of planning and technical base that informs water resource management; **c)** support to knowledge and skills development of water professionals; and **d)** grants scheme to support priority measures aiming at improving water resources management in selected river basins. The Program is implemented in close cooperation with a wide range of stakeholders at national, regional (river basin) and local levels, including the Ministry of Environment and Spatial Planning with its main constituent agencies (e.g., Hydrometeorological Institute, Environment Protection Agency, River Basin District Authority), other ministries, water companies, municipalities, educational institutions, and CSOs/NGOs.

To be able to reach the full-size implementation phase, during the course of the ongoing inception phase, the Program will focus on the following key aspects: **a)** carrying out capacity development needs assessment in the water sector; **b)** formulating the Program Document that will guide future SDC funding; and **c)** mobilizing stakeholders for the upcoming implementation phase.

To ensure the Program activities relating to institutional strengthening and organizational development, Skat Consulting Ltd. now wishes to hire a short-term national **Organizational Development Specialist** with previous relevant experience from similar assignments in the context of Kosovo. Her/his main responsibility will be to provide support to the Program team based in Pristina and the international experts part of the consortium responsible for the respective program components.

### DUTIES AND RESPONSIBILITIES:

Under the direct supervision of the Program Team Leader, and the programmatic guidance provided by the institutional development experts coming from KEK-CDC Consultants, the *Organizational Development Specialist* will be responsible for carrying out the following key tasks:

1. Get acquainted with the Program concept, objectives and priorities particularly in relation to institutional strengthening and organizational development;

Description:

Dimensions: x