

## TERMS OF REFERENCES

### Senior Organizational Development Adviser

<b>Program Title:</b>	<b>Integrated Water Resources Management in Kosovo (IWRM-K)</b>
<b>Post Title:</b>	<b>Senior Organizational Development Adviser (full-time)</b>
<b>Duty Station:</b>	<b>Skat, Program Facilitation Unit (PFU), Pristina, Republic of Kosovo</b>
<b>Duration of contract:</b>	<b>1 year Initial contract with possibility of extension for up to 4 years<sup>1</sup></b>
<b>Indicative start date:</b>	<b>01 August 2020</b>

#### **BACKGROUND/CONTEXT:**

Following a one-year design process (inception phase), on May 1, 2020 Skat Consulting Ltd. (Switzerland) in consortium with the Environment Agency Austria (EAA) has launched the implementation phase 1 of the Integrated Water Resources Management in Kosovo (IWRM-K) Program funded by the Swiss Agency for Development and Cooperation (SDC). Approximately EUR 8 million are allocated by the SDC for a period of four years to support the following key objectives of the Program:

- a) Formulation of river basin management plans for three river basins along a unified national methodology followed by piloting of prioritized set of measures;
- b) Improvement of legislation, institutional setup and organizational capacity for better water resources management (including the country-wide monitoring system); and
- c) Democratization of water resources management through environmental awareness raising and enhanced stakeholder participation.

The Program aims to build long-lasting water resources management capacities in line with Kosovo's socio-economic and political priorities, as well as the needs of future sustainable development. It will work toward fundamentally improving the capacity and strengthen the role of the Ministry of Infrastructure and Environment, and especially the River Basin District Authority as an institution with central role over river basin management planning and development. This will be carried out in parallel to efforts to clarify roles and strengthen functional relationships with a wide range of institutional and non-institutional stakeholders charged with responsibilities over the main components of the country's IWRM System (Planning, Monitoring, Implementation, Permitting and Inspection, Communications and Stakeholder Participation and Data Exchange and Management).

Considering the lessons learnt from past initiatives that aimed to build technical capacities, the Program's strategic approach relies on a close interlinkage of **(technical) capacity development** and **Institutional development**. Important part of the broader institutional strengthening<sup>2</sup> is the **organizational development** of key Program beneficiaries<sup>3</sup>. This involves processes that will facilitate their internal organizational maturation (e.g., human resources management, team work, leadership, motivation, relations among colleagues, and better internal procedures).

<sup>1</sup> The maximum possible contract duration is four years. However, the decision on contract extension will depend on several factors (e.g., acceptance and response to support by beneficiaries, actually required work-load, as well as overall staff's performance).

<sup>2</sup> Institutional Development or Institutional Strengthening is a broader term and the corresponding processes and activities are led by an existing Component Leader. Organizational Development contributes to the overall Institutional Development, but considering its specific requirements, it would be led by the Senior Organizational Development Adviser.

<sup>3</sup> Several bodies within Ministry of Infrastructure and Environment (River Basin District Authority, Kosovo Environment Protection Agency, Hydro-Meteorological Institute, Water Division, Environment/Water Inspectorate).

Description:

Dimensions: x