

Job Description Directors Appointing Process

Position	Chief Operations Officer [COO] Water
Role Summary	Overall Leadership and Management of Gambia's Water and Sewerage Utility.
Reporting Relationships	Reports to Group Managing Director and interacts with all NAWEC Functional Divisions and relevant Government Departments
Duties and Responsibilities	<ul style="list-style-type: none"> - Contributes to the development of overall NAWEC Group Strategies. - Delivers Water Utility strategies and plans aimed at providing affordable, accessible and quality water and sewage services to the people and businesses of The GAMBIA . - Translates strategies and plans into targeted objectives and develops associated performance indicators[KPI's] for systematic reporting to the Managing Director and the Board of NAWEC. - Management of Water Business, people, processes and finances in an efficient and cost effective manner delivering excellent customer service and returning profits to the NAWEC group. - In conjunction with strategies and plans, develops annual budget and reports on variances from that budget. - Puts in place and mentors and develops an executive Team to assist in the delivery of Water Utility plans and monitors their performance by means of key performance indicators. - Ensures creation and sustainability of an appropriate organisation for Water Production, Distribution, Sewage and Commercial staffed by well trained well motivated personnel. - Leads change programme in Water Utility and communicates systematically with all stakeholders.
Requirements and Qualifications	<p>Must have a a recognized Professional 3rd Level Qualification. A Masters qualification especially in business or economics would be an advantage. 10 years post-graduation Water industry experience with at least 5 years in a Senior Position in a company of similar scale and complexity to NAWEC. Familiarity with World Bank Utility of the Future toolkit would be highly advantageous.</p>
Competences	
Competancy	Detail
Strategy Development	Understands the exigencies of a developing and changing Water Industry and contributes to the development of NAWEC's Vision, Values and strategic plan.
Business Planning	The capacity to develop a Vision and Business Plan for Water.
Change	Proactively supports change plans.

Team Building	Ability to build strong teams in Water Production, Distribution, Sewage and Commercial and to motivate them to deliver Divisional Business plan and vision.
Leadership and Management	Inspires team by articulating divisional vision , leading by example and supporting Corporate change initiatives.
Professional Knowledge	Maintains constant self-improvement by staying up to date with Water Industry technologies and ensures team are similarly developed.
Results and Performance	The ability and drive for achieving and surpassing targets and achieves this by division Business Plan monitoring, actively delegating authority and proactively developing a Performance Management regime in water.
Systems	The ability and drive to harness information technology to assist Water Business in solving its system issues.
Operational Procedures	Understands the criticality of Operational Procedures and is constantly pursuing initiatives for continuous improvement.
Staff Development	Grasps the strategic force of a well trained and developed workforce and their potential in achieving the Company vision.
Analytical Skills	The ability to visualise, articulate and solve both complex and uncomplicated problems and make decisions that make sense based on all available information.
Stakeholder Management	Is sensitive to the importance of stakeholders, their identification and development of appropriate responses.
Safety	Is especially energised by improvement in safety standards especially the prevention of loss of life.
Financial Acumen	The ability to apply a broad understanding of financial principles and other quantitative information to ensure decisions are fiscally responsible and budget sensitive.