



Head of Programmes, WaterAid - Mozambique for WaterAid - Southern Africa

MARCH 2026

In partnership with:



Overview

WaterAid Mozambique, part of a global network, has 30 years' experience advancing climate-resilient WASH and public health through partnerships with the government and donors. The Head of Programmes (HoP) will lead strategy, programme quality, partnerships, and innovation to deliver the 2023–2028 Country Strategy. This role offers a unique opportunity to shape transformational, systems-level WASH impact nationally, while influencing policy and practice. We seek a strategic, technically strong leader with proven programme management and team leadership experience.



02 WaterAid - Mozambique | Head of Programmes

Details

LOCATION: Maputo, Mozambique

CLOSING DATE: 30 March 2026

STARTING DATE: As soon as possible

TYPE OF CONTRACT: Permanent

SALARY: MZN 4,933,265 to MZN 6,519,171 per annum + benefits

REFERENCE: WA-HOP-MOZ

CLIENT WEBSITE: <https://www.wateraid.org/global/our-work/where-we-work/mozambique>

Mission Talent, exclusively retained by: WaterAid - Mozambique

About WaterAid - Mozambique

WaterAid Mozambique has extensive expertise in climate-resilient WASH, engineering, social and hygiene behaviour change, systems strengthening, community empowerment, advocacy for WASH rights, and capacity building of service providers and duty bearers. The country strategy prioritises WASH and climate change, and WASH in public health, aiming to build community resilience and improve public health outcomes, particularly for women and girls.



About the Role

The Head of Programmes (HoP) provides strategic leadership for WaterAid Mozambique's Country Programme Strategy (2023–2028), overseeing integrated WASH and public health programmes. The role ensures programme design, quality, and performance meet organisational and donor standards, while fostering innovation, gender-transformative, and inclusive approaches.

The HoP leads a high-performing programme team, strengthens partnerships with government, civil society, private sector, academia, and sector networks, and influences policy, practice, and systems to advance sustainable, inclusive WASH. The role also supports fundraising, programme development, and organisational policy, ensuring learning and global standards are applied across programmes.



Duties and Responsibilities

Strategic Leadership & Programme Direction

- Provide strategic direction and operational leadership for the Country Programme Strategy.
- Align programmes with organisational goals, donor requirements, and governance standards.
- Integrate climate-resilient, gender-transformative, and rights-based approaches across all programmes.

Programme Design, Implementation & Innovation

- Lead design and delivery of high-impact WASH and public health programmes.
- Promote programme integration, efficiency, and adoption of best practices.
- Build staff and partner capacity to strengthen programme quality and effectiveness.

Monitoring, Evaluation & Quality Assurance

- Ensure programme quality, compliance with standards, and continuous learning.
- Oversee monitoring, evaluation, reporting, and knowledge management across projects.

Partnerships & Stakeholder Engagement

- Cultivate strategic partnerships with the government, donors, NGOs, the private sector, and academia.
- Represent WaterAid in sector forums and policy engagements.

Financial & Resource Management

- Oversee programme budgets, resource allocation, and donor compliance.
- Ensure timely, efficient delivery of programmes and strategic outcomes.

Team Leadership & Capacity Development

- Lead and develop a high-performing programme team, fostering accountability, collaboration, and innovation.
- Conduct performance assessments, coaching, and training for programme staff.

Business Development & Fundraising

- Support proposal development, donor engagement, and identification of funding opportunities.

Governance, Compliance & Organisational Contribution

- Contribute to senior management discussions and organisational effectiveness.
- Ensure compliance with WaterAid policies, safeguarding standards, and the Code of Conduct.

Skills and Experience

- Minimum 10 years' senior-level managerial experience, including leading high-performing teams and engaging senior stakeholders internally and externally.
- At least 5 years' experience strengthening WASH systems, with an understanding of intersections with health, climate change, education, and economic development.
- Proven track record designing and delivering multi-sectoral WASH programmes, implementing country and programme strategies, and leading transformational change.
- Demonstrated expertise in programme and project cycle management, resource mobilisation, budget oversight, and donor compliance.
- Skilled in integrating evidence-based learning to inform advocacy, policy influencing, and sector innovation.
- Strong strategic, analytical, and systems-thinking abilities.
- Expertise in behavioural change, rights-based approaches, and gender-transformative WASH programming.
- Experienced in partnership building with donors and government, stakeholder engagement, and influencing policy and practice.
- Committed to gender, diversity, social inclusion, and empowering high-performing teams.
- Excellent communication, leadership, interpersonal, and organisational skills.
- Proficiency in spoken and written English and Portuguese.
- Knowledge of Mozambique's development policies and public health/WASH integration.



WaterAid is committed to ensuring that wherever we work in the world, there is no tolerance for the abuse of power, privilege, or trust. WaterAid reinforces a culture of zero tolerance towards any form of inappropriate behaviour, abuse, harassment, or exploitation of any kind. The safeguarding of our beneficiaries, staff, volunteers, and anyone working on our behalf is our top priority, and we take our responsibilities extremely seriously. All staff and volunteers are required to share in this commitment through our Global Code of Conduct. We will conduct the most appropriate pre-employment references and checks to ensure high standards are maintained.

People Promise

Everything we do is guided by our values. We want everyone to be treated with dignity and respect, and we champion people's rights and contributions to achieve a fairer world. We are passionately committed to being an organisation where everyone is welcome, respected, included and empowered to be their best.

We represent and celebrate the diversity of our staff, partners, and everyone that we work with to create a culture where everyone can reach their full potential.

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 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. All offers of employment are subject to satisfactory references and appropriate screening checks (which can include counterterrorism, safeguarding and criminal records checks).





How to apply

PIQUED YOUR INTEREST?

To apply for this role, please prepare your CV (in English) and a motivation letter (one page) that summarises how your profile aligns with the key requirements, skills and abilities of this role. Both files should be submitted in .doc(x) or .rtf format via this form **<https://mis.tl/cv>**.

If you require reasonable accommodation in completing this application, interviewing, completing any pre-employment testing, or otherwise participating in the employee selection process, please contact **Mission Talent**.

After submitting your application, you will receive an automated confirmation. If you do not receive this or have general questions about submitting your application, please write to **Mission Talent**.



In partnership with:



Mission Talent is a women-led, multicultural executive search firm with nearly 20 years of experience serving impact-driven organisations. Rooted in lived experience across the Global South, we bring sector expertise and a values-based approach to leadership recruitment and assessment. Our work is grounded in both global insight and local knowledge, with a commitment to lasting, transformative impact.

Contact us: wewontbite@missiontalent.com

