Vacancy Announcement

County WSP Capacity Strengthening Specialist / Northern Kenya WASH Lead

1. Position Information

Position: County WSP Capacity Strengthening Specialist / Northern Kenya WASH Lead
Duty Station: Turkana County, with regular travel to Samburu, Marsabit and West Pokot
Programme: TUMAI MAJI – Pathway 2: Water and Sanitation Service Delivery
Reports to: Pathway 2/Water and Sanitation Service Delivery Lead
Supervises: Three (3) County WSP Capacity Strengthening Officers

2. Background

TUMAI MAJI (Transforming Utilities and Mobilising Action for Investment in ASAL Water Security) is a five-year (2027-2031), Embassy of the Kingdom of the Netherlands-funded programme that tackles water insecurity in Kenya's Arid and Semi-Arid Lands (ASALs) as a governance and systems challenge. Working across the Rift Valley Basin (Turkana and West Pokot) and the Ewaso Ng'iro North Basin (Samburu, Marsabit and Laikipia), the programme strengthens four interlinked systems: basin and water resource management (System A), water and sanitation services (System B), institutions and governance (System C), and finance and investment (System D). At its core is a Living Lab, where stakeholders test and refine solutions before scaling them. The programme promotes market-led change through improved utility performance, delegated management models, public-private partnerships, women- and youth-led enterprises, and an Innovation Challenge Fund, with gender equality and social inclusion, youth employment, climate resilience and conflict sensitivity embedded throughout. TUMAI MAJI is led by SNV in consortium with Rural Water Management Solutions (RWMS) Kenya and IHE Delft Institute for Water Education, and is delivered with implementing partners alongside capacity-strengthening partners and the five county governments.

Under System B led by Rural Water Management Solutions (RWMS), the programme will strengthen the capacity of water service providers (WASCOs), rural and small water supply systems, county institutions and other service-delivery actors across Turkana, Samburu, Marsabit and West Pokot. The approach combines institutional strengthening, WSP performance improvement, infrastructure and asset management, customer and revenue systems, investment planning, private-sector engagement and sanitation/FSM linkages.

The Specialist will be based in Turkana and will provide senior technical leadership and supervision to the three county-based officers, ensuring consistency, quality and integration across the four counties.

3. Purpose of the Position

The Specialist will provide technical leadership, supervision, quality assurance and cross-county coordination for WSP capacity strengthening and integrated WASH service delivery under Pathway 2. The position will ensure that county-level interventions translate into measurable improvements in WSP performance, service reliability, financial sustainability, investment readiness, institutional capacity and inclusive access to water and sanitation services. Beyond leading System B implementation, the Specialist will contribute to the wider TUMAI MAJI programme by coordinating with Systems A, C and D to align service delivery interventions with basin-level water resource priorities, institutional and governance reforms, and investment mobilisation efforts. The role will also support joint planning, stakeholder engagement, field monitoring, programme learning and reporting, ensuring that interventions across the four systems are complementary and contribute to improved water security and sustainable water and sanitation services in the target ASAL counties.

4. Key Responsibilities

A. Technical leadership

- Lead the technical implementation of the WSP capacity-strengthening component.
- Establish common approaches, tools and methodologies for WSP and service-provider strengthening.
- Translate Pathway 2 outputs and indicators into practical county implementation plans.
- Ensure integration of water supply, sanitation/FSM, governance, finance, infrastructure, investment and climate resilience.
- Provide technical advice to the Pathway 2 management team and consortium partners.

B. Supervision and mentoring

- Directly supervise and mentor the three County WSP Capacity Strengthening Officers.
- Review and approve county workplans and technical deliverables.
- Conduct regular technical supervision visits.
- Identify implementation bottlenecks and coordinate corrective actions.
- Build the officers' technical capacity and promote peer learning across counties.

C. WSP performance strengthening

Provide technical oversight on:

- WSP performance assessments;
- performance-improvement strategies;
- governance and management;
- customer-management systems;
- billing and revenue collection;
- NRW reduction;
- operational efficiency;
- asset management and preventive maintenance;
- service reliability; and
- KPI and performance-monitoring systems.

D. Investment and financial sustainability

- Guide development and implementation of county and WSP water investment plans.
- Ensure investment priorities respond to service gaps, asset condition, climate risks and affordability.
- Support linkage of investment plans with WSP business plans and financial projections.
- Guide development of investment-ready project concepts.
- Coordinate with finance and investment partners on resource mobilisation and private-sector engagement.

E. Rural and small-provider service models

- Provide technical guidance on delegated management and other sustainable service-delivery models.
- Support professionalisation of rural and small water providers.
- Promote sustainable O&M, revenue and governance arrangements.
- Guide transition from project-supported systems to sustainable local management.

F. County institutional strengthening

- Strengthen coordination between county governments, WSPs and other providers.
- Support clarification of institutional roles and accountability.
- Promote institutionalisation of tools, systems and practices.
- Ensure county capacity remains after project completion.

G. Cross-cutting integration

Ensure that county interventions incorporate:

- Climate resilience;
- Gender and social inclusion;
- Affordability;
- Digitalisation;
- Innovation;
- Private-sector participation;
- Sanitation/FSM linkages; and
- Environmental and social considerations.

H. Monitoring, learning and reporting

- Participate in programme inception activities
- Consolidate performance information from the three county officers.
- Maintain a cross-county action and performance tracker.
- Lead technical reviews and learning events.
- Document good practices and lessons from Northern Kenya.
- Contribute to quarterly and annual programme reporting.
- Track progress against Pathway 2 indicators and corrective actions.

5. Key Deliverables

The Specialist will produce or oversee:

1. WSP Capacity-Strengthening Methodology and Tools
2. Consolidated County Implementation Workplans
3. County Officer Supervision and Mentoring Plans
4. Consolidated WSP Performance-Improvement Tracker
5. Cross-County Technical Review Reports
6. DMM/PPCP and Investment-Readiness Progress Reports
7. Investment Planning and Investment-Readiness Tools
8. Cross-County Learning and Knowledge Products
9. Quarterly Technical Performance Reports
10. Inputs to Annual Programme and Results Reports
11. Institutionalisation and Capacity-Transfer Strategy
12. Final Technical Handover and Sustainability Package

6. Qualifications and Experience

Minimum qualifications

- Master's degree in Water/Water Resources Engineering, Civil/Environmental Engineering, Development Studies, Public Policy, Management or a related field.
- Relevant Bachelor's degree.
- Professional registration/membership where applicable is an advantage.

Experience

At least 10 years' relevant professional experience, including:

- WASH Service Delivery in Kenya;
- Water Sector Reforms in Kenya;
- Both Urban/Peri-Urban and Rural Water Systems;
- WSP Institutional and Performance Strengthening;
- County Government Engagement;
- Water Infrastructure/Service Operations;
- Governance And Institutional Strengthening;
- Investment Planning and Resource Mobilisation;
- Private-Sector/Service-Provider Engagement; And
- Supervision Or Coordination of Multidisciplinary Teams.

Regional experience

Demonstrated experience working in Northern Kenya and/or ASAL counties is strongly preferred.

The candidate should demonstrate the ability to work with county governments, WSPs, rural providers, communities, private-sector actors and development partners.

7. Working Arrangements

The position will be employed by Rural Water Management Solutions (RWMS) Kenya and based in Turkana County, with regular travel to Samburu, Marsabit and West Pokot counties to provide technical support, coordinate implementation and oversee delivery of TUMAI MAJI System B activities across the four target counties. The Specialist will work closely with the respective County Governments and Water Service Providers (WSPs) to coordinate planning, implementation and performance monitoring. The position will also maintain close working relationships with the leads and technical teams for Systems A, C and D to facilitate cross-system coordination, joint

planning, information sharing and alignment of programme interventions, ensuring that System B activities are integrated into the wider TUMAI MAJI programme.

8. How to Apply

If your career aspirations match this exciting opportunity, please send your curriculum Vitae, motivation letter and contact details of three professional referees to: hr@ruralwater.co.ke

The email subject line will be: **Application – County WSP Capacity Strengthening Specialist / Northern Kenya WASH Lead.**

Applications must be received by 15 November 2026.

Only shortlisted candidates will be contacted. Interviews for shortlisted candidates will be conducted online.