



Job profile



Aqua for All

Managing Director





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The Organization

Organization

Aqua for All is a non-profit organization established in 2002 by the Dutch water sector. They are a well-known source of expertise on water, sanitation, and hygiene related challenges, offering a broad range of services to the public and private sector. With their business like, efficient, and result oriented approach they inspire and support existing and new stakeholders to help the worlds' 'Base of the Pyramid' gain sustainable access to safe water and adequate sanitation. For more information: www.aquaforall.org

To consolidate and expand their impact Aqua for All is looking for an energetic, ambitious, and entrepreneurial managing director to join an inspiring team and lead them into the next phase of growth, based at their offices in The Hague, the Netherlands. Sjef Ernes, the current Managing Director, leaves Aqua for All at mid-2019. From mid-2019 the new Managing Director forms the new Management Team together with: Marlies Batterink (Program Manager Scale), Marleen Hasselerharm (Operational Manager), Titia Wouters (Program Manager VIA Water) and Oscar Ruigrok (Finance Manager).

Strategy going forward

Over the past years Aqua for All has been successful in combining public and private sector in creating pro-poor solutions. As of now Aqua for All's ambition is to unlock (private) capital investments in order to lever their existing funds and maximize impact. These new innovative pro-poor business – and investment propositions, have to be developed and executed.



Position

Role within the organization

The Managing Director of Aqua for All is responsible for providing strategic leadership to the direction of Aqua for All. Monitoring progress and evaluating results of policy plans and strategies by working with the Management Team. The MD is appointed by the Supervisory Board. Every year targets, milestones and priorities are worked out. A milestone evaluation with the Supervisory Board is conducted twice a year, based on the new Business Plan 2020-2023 which is still to be developed.

Objective of the position

The new Managing Director plays a key role in consolidating and shaping the organizations' future direction and success by leading the process to unlock (private) capital investments. Besides the strategic and operational steering and guidance of the organization, you will be tasked with consolidating relationships with existing funders and attracting new financiers and other (new) stakeholders in order to ensure the purpose driven sustainability of the organization. The new MD is also the face and figurehead of the organization.

Key areas of responsibility

1. Developing and realizing strategic policy of the organization

- Signals relevant civic and political trends and developments for the organization and translates these into long term vision for the organization.
- Provides leadership to both Aqua for All and the wider Dutch water sector, positioning Aqua for All as a broker between the private sector, the development cooperation sector and the finance sector (national and international) through extensive networking, representation, and advocacy at the highest levels.



- Develops Aqua for All's strategy, drawing upon extensive knowledge of the sector and building consensus between stakeholders in the field and the staff.
- Identifies financial players in order to unlock (private) capital investments for WASH and IWRM.
- Provides leadership and management to ensure that the mission and core values are put into practice.
- Evaluates policy implementation and takes care of required reporting including annual accounts.
- Is accountable and provides information and reports to the Supervisory Board, in line with the Articles of Association and the regulation for the Direction ('het Directiereglement').

Result: strategic policy is developed and realized in such a way that the concrete formulated goals are obtained.

2. *Realizing financial goals*

- Develops multi-year forecasts and annual budgets for approval by the Supervisory Board
- Raises resources to build the capacity of Aqua for All and provide a sustainable cost recovery structure for organizational costs.
- Does (multiple track) acquisition and attracts new and diverse funding, with a strong focus on business development.
- Monitors the budget and undertakes action in case of alarming shortage and/or surplus.

Result: financial goals are obtained in such a way that the budget is met without exceeding.

3. *Representing the organization*

- Represents the organization at diverse national and international events and opportunities.
- Maintains and develops relationships with sector stakeholders, including the Ministry of Foreign Affairs, private sector parties, financial institutes and funds, implementing development agencies, Dutch and international government agencies, knowledge institutes, donors, etc.
- Takes care of meeting the organizations' interests.

Result: the organization is represented in such a way that the organizations' interests are well and effectively promoted.

4. *Managing the organization*

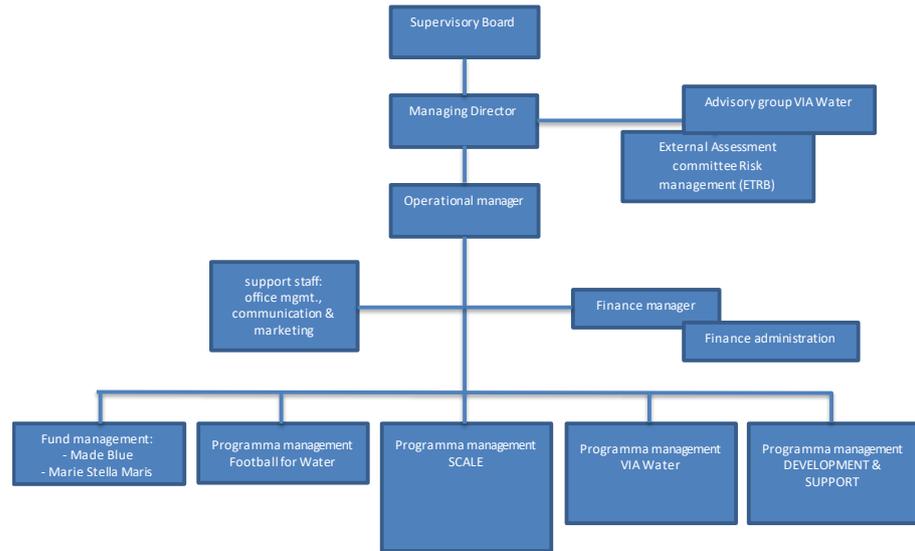
- Ensures that the right qualitative and quantitative team for the organization is in place.
- Collaborates with the management team to develop and implement plans for the operational structure for finance and administration systems, processes, and personnel designed to accommodate the growth objectives of the organization.
- Further develops quality and risk standards for programming and grant funding from funds under management with Aqua for All.



- Oversees the administrative organization, financial management, and human resources management for adequate internal checks and balances.

Result: the organization is managed in such a way that effective and efficient processes and structures are in place and staff are committed and effective.

Organization scheme



Aqua for All has a Supervisory Board consisting of four people: Mr. Sybe Schaap (chair of the board), Mr. Fon Koemans, Mr. Martien den Blanken and Mrs. Bernadette Blom.



Candidate profile

Personality & culture

Aqua for All is looking for a passionate, ambitious and impact driven Managing Director. In addition to strategic and operational management of the organization in a general sense, the relationship management on existing funding, and the provision of new funding for the various projects is also an important area of attention. This means that business development has an important share in this position.

This requires a MD who is, among other things, a social entrepreneur with a can-do mentality and international scope, a strategic thinker who knows how to turn mission and vision into a concrete and successful operation. He/she is a strong networker that quickly connects and is very experienced in social entrepreneurship/business development and financing in the Dutch and international development environment. He/she is highly capable of switching at the highest level and presenting him/herself at all levels.

Key competences for success

- A strategic thinker, combining visionary purpose with operational granularity and strength, able to guide the organization through the next years strategic plan
- An inspirational people manager able to guide personal development of staff members and management
- Opportunity thinking-mentality, opening creative brokering activities to establish successful public-private partnership constructions, and related financial engineered solutions
- Significant experience (10 years) in business development, private funding, and institutional fundraising in the Dutch and international development sector



- Significant experience, knowledge, and network within finance sector / impact investments
- Effective leadership and general management skills
- Communicates well with people of diverse backgrounds and comfortable working as part of a team
- Knowledge and network within the water sector in the Netherlands and international, as well as private sector- and development cooperation program implementation experience
- Significant experience working abroad in developing countries
- Interpersonal persuasion and negotiation skills to deal with internal and external business relations
- Ability to multitask, set priorities, meet deadlines, travel, work under pressure and adjust to change
- Sound risk management, decision-making and problem-solving skills
- Academic background in economics, international business or international development
- Multi lingual capacity (English, others)

Remuneration

This position has a maximum fixed annual salary of € 100,000. In addition there is a pension- as well as a mobility scheme in place. There is no lease compensation.



Procedure

Maes & Lunau Executive Search supports Aqua for All during the selection procedure for a Managing Director.

- Pre-selection is done by Maes & Lunau, where a first interview will be conducted
- CV-presentation (3rd week February)
- First interview with selection committee (March)
- Second interview (March)
- Check references
- Negotiate terms of employment

Contact information

More information on this profile can be obtained from Ed den Ouden at telephone number 020-5356285 or ed.denouden@maeslunau.com



Maes & Lunau: Beyond the obvious

We always go that little bit further in everything we do – go beyond the obvious. And why? Because every organization needs an inspiring leader with unifying qualities and a clear vision. As an executive search firm, our aim is to play an important role in this by helping organizations to improve. This begins by understanding where the organization wants to go, as well as getting a good sense of the culture, the people and the organization itself. We will then work on creating a very clear profile which will form the basis for evaluating candidates. We are there for the candidate and the client when the ideal candidate starts in their appointment and continue to keep in touch long afterwards.

Insights in search

Our process is transparent. We say what we do, do what we say and never give up. During the process we hear and see many things and share this information with our clients and candidates. We provide insights in search. Sometimes, when we think a different choice of candidates can be more successful, we will endeavour to make our point by of course talking it through with the client and explain our reasoning.

Your success is what motivates us

During the past 40 years we have felt responsible for the success of our clients and our candidates. This can only be done with professional and passionate people who are experienced, have the right skills and are genuinely committed. This is how we get results for the organizations and candidates we work for. We believe that success comes from the talent and drive people have. It goes without saying that there's nothing better than combining the success of our clients and candidates.