

ebbinge

# Profile Director - WASTE

July 2020



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## Introduction

WASTE Foundation is a Dutch non-governmental research and programme management organization founded in 1983 and located in The Hague.

- ▼ WASTE is specialized in urban and peri-urban sanitation, solid waste and in the sustainable financing of emerging markets in these sectors. WASTE has a solid base of 35 years of experience and has an extensive network in more than 11 low- and middle-income countries in Africa and Asia.
- ▼ The organization has a multi-million portfolio focusing on value chain improvements in waste and sanitation and setting up systems that supports local governments, small and medium sized businesses, financial institutions and community initiatives.

## Vision of WASTE

*“WASTE and its partners are united by a vision of disenfranchised people in urban areas taking the lead to sustainably improve their own environment and, by doing so, contribute to the improvement of their livelihoods and welfare.”*



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## About

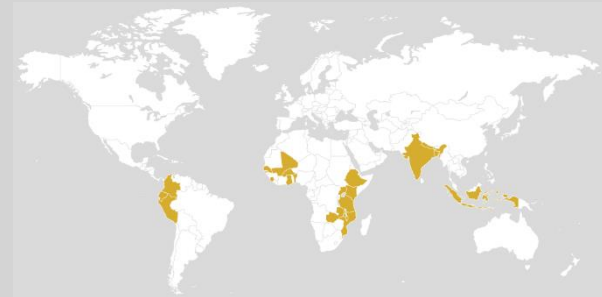
WASTE develops innovative financing strategies & instruments for financing the scaling of sanitation and solid waste management initiatives.

Around the world, waste generation rates are rising. This includes organic, non-organic (such as plastic) and human waste. With rapid population growth and urbanization, annual waste generation is expected to increase by 70% from 2016 levels to 3.40 billion tonnes in 2050.

Compared to developed nations, residents in developing countries, especially the urban poor, are more harshly impacted by unsustainable waste management. In low-income countries, over 90% of solid waste is disposed in unregulated dumps or openly burned. Lack of safe toilets, collection, treatment and reuse of faecal sludge often results in private faecal sludge collectors disposing faecal sludge into the open environment. All at an extraordinary cost to public and environmental health.

WASTE believes that a “bottom-up” approach is a key strategy for sustainability in waste management. It all starts from the ground. With their [Diamond model](#) (see next page) they focus on building local waste management systems that can reach scale. They do this by connecting the four key elements and actors in local waste management system that are essential to reach scale.

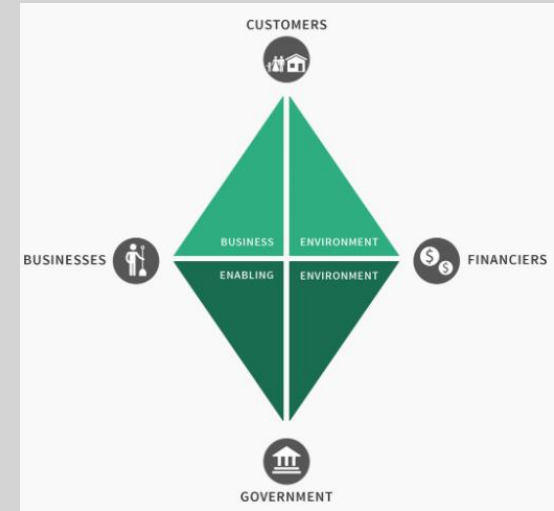
WASTE wants to enable stakeholders in waste management in low and middle-income countries to improve their own livelihood and quality of life by transitioning towards an integrated sustainable waste management.



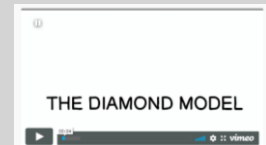
# WASTE Diamond Model

The **Diamond model** is a multi-stakeholder approach developed by WASTE to build a **local waste management system that can reach scale**.

- WASTE focuses on connecting **the following four key actors** in the local waste management market that are essential for scaling of results:
- 1. Customers (demand-side):** Through marketing in waste management, customers have developed a demand for improved services and products in waste management. For example demand for a safe toilet, recycled plastic products or waste collection services.
- 2. Businesses (supply-side):** Local entrepreneurs (SMEs) are trained to meet their customers' demand. They are incentivised to offer cost-effective and good quality services and products. This includes entrepreneurs who construct safe toilets, collect and process plastic waste and private faecal sludge collectors.
- 3. Financiers:** Financiers, such as Micro Finance Institutions (MFIs) and impact investors, see market opportunities in financing both customers and businesses. Consequently, they develop and promote credit products for customers and businesses.
- 4. Government:** The government has the responsibility to develop and reinforce laws and regulations in waste management standards and stimulates market growth through leadership in awareness creation and proactive engagement in Public Private
- The WASTE Diamond model offers a flexible and comprehensive model that increases the likelihood of a sustainable sanitation and solid waste management in developing and emerging countries.



See the outline of  
the **WASTE Diamond**  
approach on Vimeo:  
[https://vimeo.com/  
99321519](https://vimeo.com/99321519)



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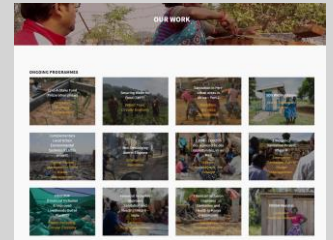
## Work

WASTE is scaling up their programmes and wants to expand their role as an implementer of large-scale programs with a role as influencer in the sector to promote business-based approach of waste and sanitation services. In the meantime, WASTE wants to maintain and strengthen the innovative capacity of their staff and partners.

Recently, WASTE has updated their administrative processes, governance, culture as well as the (method of) management of the projects and organisation.



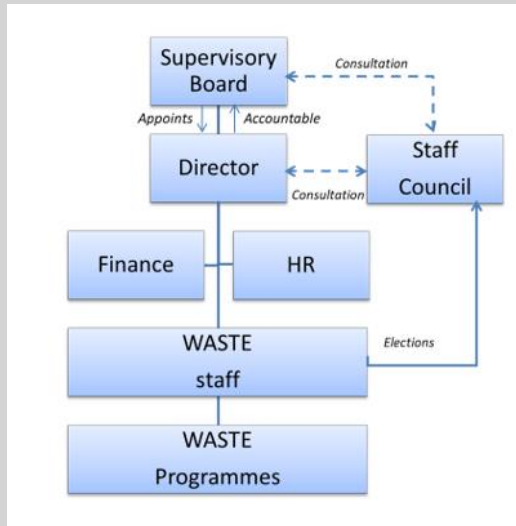
See more of the ongoing programmes of WASTE on their website: <https://www.waste.nl/our-work/>



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## Team

WASTE has a multicultural team with international experience and diverse cultural perspectives that inspires creativity and innovation in waste management and beyond. They embrace this connectedness and encourage learning and collaboration among their teams, clients and partners across the world.



WASTE has a team of 17 enthusiastic staff based in The Hague.



WASTE is now looking for a dynamic Director who is eager to inspire and work in collaboration with the WASTE-team towards their ambitions.

# Position of Director WASTE

- ▶ The The new director is end responsible for all operations and accountable to the Supervisory Board of WASTE.
- ▶ The director will guide the development of WASTE as an internationally operating organisation.
- ▶ Recently a new Strategic Plan 2020-2025 has been approved. The director translates WASTE's vision on its role in the sector into a strategy for implementation.
- ▶ The director manages the daily operations of WASTE, takes the lead in creating new opportunities, in supporting innovation and in developing and maintaining an international network of partners.
- ▶ The director is an inspiring personality who is able to further develop WASTE as a professional organisation and to motivate staff to work as an effective interdisciplinary team.



## Tasks and responsibilities

### Management of WASTE's international profile and positioning

- ▶ Anticipating and responding to international trends as a basis for WASTE's strategic positioning.
- ▶ Developing and maintaining networks and partnerships to strengthen WASTE's position and brand
- ▶ Advocating WASTE's vision and concepts in national and international fora.

### General Management of WASTE:

- ▶ Ensuring the efficient functioning of one seamless WASTE with shared goals and resources
- ▶ Managing WASTE's multi-annual strategic plan development and implementation
- ▶ Securing a healthy and balanced budget in line with strategic priorities
- ▶ Responsible for management and quality control of WASTE programs in close collaboration with Project Managers

- ▶ Responsible for HR-management and relationship with staff and Supervisory Board
- ▶ Monitoring and guiding implementation of WASTE's processes, procedures and audits

### **Position in the organisation**

The director will work in close collaboration with the WASTE controller and with WASTE staff. The director reports to the *Supervisory Board*:

- Adriaan Ferf, Chair
- Rolien Sasse, Vice Chair
- Klaas Molenaar, Finance and Accounts
- Adriaan Mels, Secretary



# Requirements



## General Requirements

- ▼ Academic degree at master's level
  - ▼ Executive management experience in development cooperation or non-profit enterprises.
  - ▼ Relevant professional experience with change processes and strategic planning
  - ▼ Experience with (institutional) fundraising and tendering processes
  - ▼ Has an understanding (is able to grasp, assess and discuss, either by own knowledge or by mobilising this knowledge) and affinity with business development and especially financing mechanisms and financial innovations (to mobilise investment in the sector).
  - ▼ Understanding of or affinity with international sanitation and solid waste sectors
- ▼ Preferably bring-in a relevant network for fundraising and promotion of WASTE.
  - ▼ Fluent in English and Dutch, strong communicator
  - ▼ Assertive, analytical, strategic and decisive
  - ▼ Able to build consensus and mobilize support and motivation among a team of professional staff and to manage complex partner networks

# Salary, time period and location



## **Salary**

Salary indication between € 75.000,- and € 90.000,- on an annual basis for a full-time appointment.

## **Time period**

The appointment is for an indefinite period of 4 days per week as of September/October 2020.

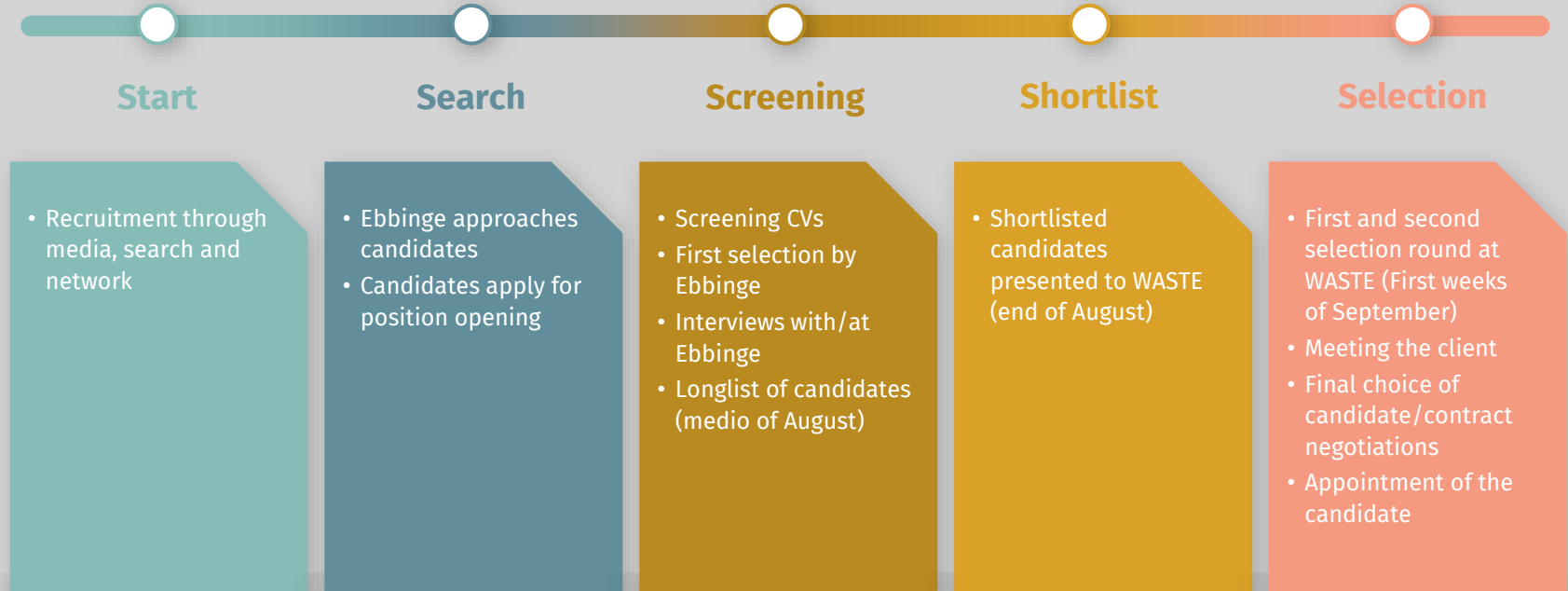
## **Location**

WASTE office, The Hague.

## **Travelling will occur**

About once in 6 weeks.

# Process for this assignment



# Team for this assignment



## Amsterdam

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