



## 1. JOB TITLE: Professionalized Services Technician

Tanzania Req #123

Water Mission is a Christian engineering nonprofit that builds safe water solutions for people in developing countries, refugee camps, and disaster areas. Since 2001, Water Mission has served more than 8 million people in 60 countries, sharing safe water and the message of God's love. Working at Water Mission is as much a calling as it is a career, and we are searching for people with the courage, passion, and drive to help us change the world. Read more about our [Statement of Faith](#) and [Our Christian Mission](#).

**Job Summary:** The Professionalized Services Technician (PST) will support the sustainability and efficiency of rural water systems under the Professionalized Services Department at Water Mission Tanzania. The successful candidate will oversee operations, maintenance, and repairs while ensuring Water Mission standards and initiatives compliance.

The Professionalized Services Technician will report to the Professionalized Services Manager. The position will work closely with the Professionalized Services Officer. While based in Kasulu, this position will require regular travel to areas where safe water projects are implemented. Success in this role will be measured by the sustainability of these projects, return on investment (ROI), and the achievement of impact goals.

**Our culture:** As an employee of Water Mission Tanzania, the Professionalized Services Technician is responsible for developing a biblical worldview culture that

leads to God-honoring excellence in all their work and reinforcing the following: providing accurate data, empowering staff to have the skills and mindset needed to acknowledge mistakes or problems as opportunities to find appropriate solutions, and empowering staff to consistently work for excellence in solutions that are consistent with Water Mission's mission, vision, values, and standards.

## **General Duties**

### **Mission Driven**

- Maintain a strong Christian witness and model servant leadership to colleagues, partners, the communities we serve, and the public.
- Engage and participate in prayer before and after team meetings.
- Lead and participate in biblically based staff devotions.

### **Key Responsibilities**

- Assist in the assessment of current WASH service provision, particularly focusing on the RWC, and identify opportunities for improvement.
- Oversee daily operations and maintenance (O&M) activities for rural water systems, ensuring optimal system functionality and sustainability.
- Conduct technical repairs and preventive maintenance on water systems, addressing issues promptly to minimize downtime.
- Train water system operators on O&M procedures, troubleshooting, and best practices to maintain efficient and reliable water systems.
- Conduct regular assessments of operator skills and provide refresher courses to improve their knowledge and performance.
- Provide technical support and consultation to key partners, including RUWASA and other government and community organizations, to enhance O&M practices and project implementation.
- Support partnerships aimed at expanding rural water services and improving service quality.
- Participate in the planning, design, and review of system extension projects to expand water service reach within communities, performing technical evaluations and design reviews to ensure compliance with Water Mission standards.
- Support the piloting of new service provision models, including private operator models under RUWASA guidelines, utility management systems, and other innovative approaches.
- Ensure that all rural water projects meet Water Mission's ongoing initiative requirements, including performance-based funding, by monitoring and reporting on financial data, water quality standards, and system performance to comply with funding and regulatory standards. Collaborate with the PSO to track project progress, identify areas for improvement, and ensure adherence to organizational goals.
- Collect and analyze data on system performance, O&M activities, and project outcomes to prepare regular reports on system uptime, financial compliance, and water quality for Water Mission management and stakeholders. Leverage insights to optimize O&M processes, enhancing project impact and sustainability.
- Stay informed on new technologies and best practices in water system management and professionalized service models, proposing process improvements and exploring innovative solutions for rural water sustainability.

Engage in training and development opportunities to advance skills in rural water engineering and service management.

**Other tasks may be assigned.**

### **Qualifications, Skills, and Experience**

#### **Relationship and Alignment:**

- Alignment with Water Mission's Statement of Faith and commitment to the mission and values of Water Mission.
- Personal growing relationship with Jesus Christ.

#### **Qualifications and Experience**

- Bachelor's degree in civil engineering, Environmental Engineering, Water Resources Management, or a related field.
- Minimum of 4 years in water, sanitation, and hygiene (WASH) sector, with proven experience in operations and maintenance (O&M) of water systems, engineering design, and community water management.
- Proven track record of supporting WASH projects in a dynamic and challenging environment.

#### **Skills and Abilities**

- Proficiency in water system design, repair, and technical evaluation; solid knowledge of O&M activities, engineering project planning, and design.
- Experience in collaborating with government agencies, NGOs, and community stakeholders, including RUWASA, for project execution and policy advocacy.
- Proficiency in data analysis, monitoring, and reporting on system performance, with an understanding of cloud-based or digital management tools.
- Excellent communication skills, fluent in English and Swahili, with strong negotiation and stakeholder management capabilities.
- Strong problem-solving skills with the ability to adapt to new technologies and explore innovative solutions for rural water sustainability.
- Commitment to promoting project sustainability and innovation in the WASH sector.
- Proficiency in Excel, Word, PowerPoint, and similar applications.
- Ability to drive

## **Other details**

- Pay Type: Salary

**[APPLY HERE](#)**

## 2. JOB TITLE: Professionalized Services Officer

Tanzania Req #122

Water Mission is a Christian engineering nonprofit that builds safe water solutions for people in developing countries, refugee camps, and disaster areas. Since 2001, Water Mission has served more than 8 million people in 60 countries, sharing safe water and the message of God's love. Working at Water Mission is as much a calling as it is a career, and we are searching for people with the courage, passion, and drive to help us change the world. Read more about our [Statement of Faith](#) and [Our Christian Mission](#).

### **What is the opportunity?**

**Job Summary:** The Professionalized Services Officer (PSO) will support the development and implementation of Professionalized services within the Dodoma Region. The position will work closely with the Professionalized Services Technician and Regional Manager. While based in Dodoma, this position will require regular travel to areas where safe water projects are implemented. Success in this role will be measured by the sustainability of these projects, return on investment (ROI), and the achievement of impact goals.

**Our culture:** As an employee of Water Mission Tanzania, the Professionalized Services Officer is responsible for developing a biblical worldview culture that leads to God-honoring excellence in all their work and reinforcing the following: providing accurate data, empowering staff to have the skills and mindset needed to acknowledge mistakes or problems as opportunities to find appropriate solutions, and empowering staff to consistently work for excellence in solutions that are consistent with Water Mission's mission, vision, values, and standards.

### **General Responsibilities**

#### **Mission Driven**

- Maintain a strong Christian witness and model servant leadership to colleagues, partners, the communities we serve, and the public.

- Engage and participate in prayer before and after team meetings.
- Lead and participate in biblically based staff devotions.

### **Key Responsibilities**

- Assist in the assessment of current WASH service provision, particularly focusing on the RWC, and identify opportunities for improvement.
- Support the implementation of strategies to maximize UPTIME and ensure Carbon Credit reporting requirements are met.
- Facilitate collaboration between RWC requirements and Water Mission staff to exchange information and address challenges promptly.
- Assist in the operationalization of the Assetas management system, customized to the country program's unique needs.
- Support the development of innovative models of professionalized services tailored to the country program.
- Assist in establishing and strengthening governance, policies, and regulations for effective water utility management.
- Participate in capacity-building programs and training workshops to enhance the skills and knowledge of utility management.
- Monitor key performance indicators (KPIs) to assess the effectiveness of revenue generation strategies and identify areas for improvement.
- Prepare reports and presentations documenting project outcomes, lessons learned, and best practices to inform stakeholders.
- Build relationships with key stakeholders, including the Government of Tanzania (especially the Ministry of Water and RUWASA), NGOs, and other partners.
- Help build and manage required key capacities including water system operators and professionalized services-focused staff.

### **Other tasks as may be assigned.**

### **What is required?**

#### **Qualifications, Skills, and Experience**

##### **Relationship and Alignment:**

- Alignment with Water Mission's Statement of Faith and commitment to the mission and values of Water Mission.
- Personal growing relationship with Jesus Christ.

##### **Qualifications and Experience**

- Bachelor's degree in Civil Engineering, Environmental Engineering, Water Resources Management, Community Development or Social Work, Monitoring and Evaluation, or a related field.
- A minimum of four years of experience in the WASH sector.
- Proven track record of supporting WASH projects in a dynamic and challenging environment.

#### **Skills and Abilities**

- Strong analytical skills with the ability to interpret market trends, financial data, and operational metrics.

- Excellent communication skills, fluent in English and Swahili, with strong negotiation and stakeholder management capabilities.
- Commitment to promoting project sustainability and innovation in the WASH sector.
- Proficiency in Excel, Word, PowerPoint, and similar applications.
- Ability to drive

## Other details

- Pay Type Salary

**[APPLY HERE](#)**