



Recruitment Pack

Position: Circular Economy
and Waste Management Lead





A Letter from WasteAid's CEO, Ceris Turner-Bailes

Dear Candidate,

Thank you for your interest in the role of Circular Economy and Waste Management Lead with WasteAid.

Since mid-2020 WasteAid has quadrupled in revenue and significantly grown its programme portfolio and corporate partnerships. This is testament to the relevance and importance of WasteAid's mission. Plastics pollution, climate change and the strong link between poverty and environmental degradation have never before been so high on the agenda and so embedded in the public consciousness. WasteAid's programmes tackle these issues in lower and middle income countries, but they also go further focusing on vulnerable groups to provide livelihoods opportunities in the waste

building networks and supporting grass roots entrepreneurs and innovation. We have only just scratched the surface with regard to our potential impact size and scale – we are ready to do so much more.

At this critical time in our evolution a rare opportunity has presented itself to become our lead technical expert, to help shape our strategy, approach and role in the global arena. This role will support our existing programmes, help to identify further opportunities and to shape these interventions. The role will also be critical to our external relations function, building key partnerships and communicating our vision and impact.

This is an exciting time to be joining WasteAid as we build our capacity for

significant growth and greater impact. We are looking for an individual with considerable expertise and international experience in Solid Waste Management (SWM) possessing a deep understanding of the linkages and opportunities of a Circular Economy approach. We are seeking somebody with extensive experience of managing SWM programmes in lower and middle income countries at a senior level and somebody who has a vision for building an inclusive circular economy through grassroots entrepreneurship. You will bring with you an excellent international network and will know well the key institutions, funders and individuals in this space.

In return, WasteAid offers immense challenge and opportunity as we build on our success of the last few years.

We are a friendly, dynamic team made up of a variety of skillsets with a variety of backgrounds – from international development, waste management and environment and biodiversity.

We are looking for someone who matches our values, has excellent technical experience and a passion to make a difference for vulnerable communities in developing countries and to tackle the scourge of waste as a contribution to addressing the Climate Emergency.

If this sounds like the right role for you, then please get in touch and apply. We look forward to hearing from you.



Ceris Turner-Bailes
CEO of WasteAid

“Plastics pollution, climate change and the strong link between poverty and environmental degradation have never before been so high on the agenda and so embedded in the public consciousness.”





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Our Theory of Change

The Challenge
90% of waste in low-income countries is openly dumped or burned, posing a threat to our planet

The Vision
Our vision is a world in which waste causes no harm, and where people in poverty are empowered to recover its value

What we do

We work with the most vulnerable and marginalised in target communities to provide waste management and recycling **training and livelihood opportunities**

We support innovation and deliver **appropriate systems for first-step resource management** to maximise recovery and reuse of waste materials

We foster sustainable **social enterprises, social programmes** with private sector companies, and local and global **networks**

We undertake evidence-based **advocacy** to create an enabling environment for safe, sustainable waste management and recycling

Short to medium-term outcomes

Knowledge, Attitudes and Practice
Knowledge, attitudes and practice on waste management and recycling are improved among public, businesses and decision-makers

Livelihood Opportunities
Safe livelihood opportunities from waste management are identified and supported

Resource Recovery
Resource recovery is increased, bringing waste back into value chains

Long-term impacts

Environmental Impact
Reduced water, soil and air pollution preserves natural resources and reduces climate change emissions

Economic Impact
People's socio-economic conditions are improved

Human Impact
Negative impacts from poorly managed waste on the most vulnerable and marginalised communities are eliminated

Enablers

- Political engagement and the global focus on pollution and climate change have grown
- Funding opportunities for environmental programming are increasing
- WasteAid is a small and agile organisation with significant development potential
- The UK waste management sector is very supportive of WasteAid's work

Assumptions

- The potential of better waste management and livelihood opportunities is recognised in countries of operation
- Waste management and recycling solutions are economically viable and create jobs and value for local populations
- Donors and the public are willing to invest in waste management as a tool for sustainable development
- WasteAid maintains its strong reputation and no major crises challenge this

Values



Collective Strength

We are collaborative and work in a collegiate spirit with a set of diverse partners and funders, guided by principles of partnership.



Knowledge Sharing

We believe in the power of appropriate technology transfer, training and skills development to create long-term sustainable livelihoods and an environment free of pollution from waste.



Demonstrated Impact

We strive for programme excellence, demonstrated impact and being transparent about our use of resources.



Strong Communities

We are inclusive in our approach, and seek to empower communities in lower-income countries to innovate and manage their own waste in a safe and sustainable way.

WasteAid: Our Story so Far...

At WasteAid, we work with communities and policy makers in lower and middle income countries to implement waste management and recycling programmes. 1 in 3 people worldwide are forced to dump or burn their waste, causing disease, polluting the oceans, and contributing to the global climate crisis. Our work improves livelihoods, promotes circular economy innovation and contributes to a cleaner and healthier future for all.

WasteAid began in 2014 as a group of consultants who were motivated to share waste management expertise with communities across Africa. In the early years of the organisation, WasteAid built a strong online presence and found that their services were more and more in demand. To respond to all the requests for support WasteAid needed to grow.

WasteAid also began to manage projects that increasingly used waste management skills as a tool for development – improving livelihoods through the sale of recycled materials, providing business support to community-based recyclers, as well as reducing waste pollution in communities and transforming how waste was viewed and disposed of.

WasteAid used these projects to develop and test its model for transformational change. A growing realisation of the dangers of waste pollution, in part due to the focus on marine plastics pollution, sparked a growth in corporate enterprises feeling the need to invest their CSR funds into tackling waste. At the same time, human development agencies began to earmark greater funds for projects which previously may have been considered as outside of their remit.





WasteAid's corporate partnerships grew and deepened. In 2020, supported by a corporate partnership, WasteAid began work in middle-income countries, in this case India, South Africa and Vietnam. Over 2020, despite the pandemic WasteAid continued to develop – there was a change of leadership and the organisation expanded its team bringing in diverse and much needed skillsets. Waste managers were joined by development specialists with experience of managing larger-scale international operations as the organisation's horizons expanded and greater needs and opportunities were identified.

By the end of 2020, WasteAid had delivered projects in eight countries across Africa and Asia and had enjoyed further success in securing UK Aid funds to deliver a project in Douala, Cameroon focusing on livelihoods improvement through recycling to prevent ocean plastic pollution in the Douala basin. Despite the obvious challenges of 2020, several new partnerships were developed with international development organisations, local structures in the countries where we work and corporate enterprises wanting to support our work.

“What we are seeing is greater awareness of the issues, greater engagement and a real desire for change from institutions, enterprises and individuals.”

WasteAid began to incorporate engagement with local and national governments into its projects, knowing that without this level of buy-in, the change we want to see would always be limited. By early 2021, WasteAid commenced its first European Union funded project focused on organic waste in The Gambia in partnership with a municipal council. This project made up for some of the UKAID losses we encountered following the reduction of the 0.7% aid contribution.

Following that disappointing decision in early 2021, the WasteAid team set about developing a large and diverse set of projects over the course of 2021.

The year was also a particular success for WasteAid who attended COP26 in Glasgow and was successful in getting waste management on the agenda through an official side event.

By early 2022, WasteAid was on track for annual income of around £2 million with a diverse programme portfolio in terms of both funding partners and programme outcomes.

The organisation has enjoyed such success that the first quarter of 2022 has been the organisation's busiest yet and the programme portfolio the largest ever.

WasteAid continues to move forward, increasing in scale and reach, but equally not straying far from its founding principles and core values. The waste crisis shows no signs of slowing, but what we are seeing is greater awareness of the issues, greater engagement and a real desire for change from institutions, enterprises and individuals. This serves to constantly remind us that WasteAid has not only captured the zeitgeist, but can provide a practical response to the issue of waste pollution.



Our Priorities for 2022-2023

In early 2021, WasteAid reviewed its 2020-2022 strategy and developed its first Theory of Change, at the same

time looking at programme approach, learnings from the different elements of our programmes and our

ambitions for the future. Taking all that into account, here are our priorities for 2022-2023:

- 🌐 Expand the Circular Economy Network approach and identify opportunities for further partnerships/funding.
- 🌐 Diversify our funding portfolio and attract new partners (restricted and unrestricted).
- 🌐 Capitalise fully on the opportunity created by COP26 to raise waste management up the agenda.
- 🌐 Continue to develop our programme approach and our transformation model, learning from current programmes.
- 🌐 Continue to develop the organisation internally in line with its growth.
- 🌐 Continue to deepen our impact in WasteAid's core countries, Gambia, Cameroon and South Africa.



How to Apply

If you are interested in the opportunity to become WasteAid's first Circular Economy and Waste Management Lead, then your application should comprise a CV with details of your experience and achievements, together with a supporting letter (of no more than two sides of A4) which addresses the Person Specification.

If you would like an informal discussion about the opportunity, please email trudi.field@wasteaid.org and a member of staff will be in contact to arrange a call with a senior member of the team.

Applications should be sent electronically to recruitment@wasteaid.org no later than 4th July 2022.

We will endeavour to contact everyone who has applied, but only those being short-listed for interview will be contacted in the immediate first instance.

References will be taken up after first stage interviews, before the second stage. Please do advise us if there are any issues with this.

No agencies please.

Timeline

Application closing date:	4th July 2022
Notification of successful short-listing:	7th July 2022
First stage telephone interviews:	Weds 20th / Thurs 21st July 2022
Second stage panel interview (in person):	Thurs 28th July 2022

WasteAid Circular Economy and Waste Management Lead:

Job Description

Candidates should ideally be based in the UK, although there may be some consideration of those based in near neighbouring European countries.

Location:	The role will be home-based with domestic travel and approx. 20% international travel.
Reporting to:	Chief Executive Officer
Salary:	Competitive
Key Relationships:	Director of Programmes, Programmes Coordinator, Director of Development, Project Managers
Aim of this role:	Reporting to the CEO this role will ensure the technical quality of WasteAid's programmes working closely with Director of Programmes and programmes staff. This role will also play a strategic role in shaping WasteAid's interventions of the future and together with the CEO and programmes staff will build partnerships with potential funders, global alliances and academic institutions. This role will be a part of WasteAid's Senior Management Team and will be key to promoting WasteAid's work externally representing the organisation at appropriate events and conferences.

Leadership

- Develop the Circular Economy and Waste Management technical function of WasteAid in line with organizational growth leading on all technical aspects within the organisation as well as developing WasteAid's presence as a thought leader on Circular Economy (CE) and waste related issues.

Technical Quality

- Working with programmes staff and guided by best international practices, assess the Circular Economy and waste management programme content in line with WasteAid's strategy and technical standards, offering technical input and advice to Director of Programmes and project teams.
- Assess and design appropriate Circular Economy and Solid Waste Management (SWM) interventions (in collaboration with the wider team) in WasteAid's countries of operation and contribute accordingly to programme/project proposals.
- As part of each project, evaluate waste-related activity progress and determine necessary actions in short and long term and ensuring the technical elements of impact is measured through WasteAid's Monitoring and Evaluation system.
- Value chain analysis on waste value chain to ascertain ways of improving inclusion and breakeven, particularly of those in the 'first mile' (informal waste collectors, buy back centres).

- Develop WasteAid training tool kit for first mile business training services drawing from existing resources and identifying local trainers.
- Maintain currency on developments in international Solid Waste Management (SWM) and Circular Economy approaches and how they may be incorporated into WasteAid's projects.
- Represent WasteAid as the principal technical expert at appropriate events and forums and with funders, as required.
- Develop networks of technical experts to ensure that WasteAid continues its thought leadership and collaboration in the sector
- Work with programmes staff to ensure that the WasteAid technical input is well documented and that the institutional memory of WasteAid is preserved.

Programme Design

- Consistently horizon scan for project, partner and funding opportunities and share recommendations with Senior Management Team colleagues.
- Work as part of an internal bid team as the technical expert to develop timely and impactful programme/projects that align with individual funders' strategies.

- Take lead in technical components of needs assessments and evaluations to inform new programming.
- Represent WasteAid in discussions on projects and initiatives with potential funders, as required.
- Review programme reports and other types of reports to ensure the technical content meets quality methodological, institutional and donor requirements.
- Support an effective monitoring and evaluation system by collection, analysis of data about waste management issues in order to improve the programme interventions.
- Take part in field visits to assess projects from a waste management perspective and provide support to programme team and partners as needed.

External Affairs

- Develop WasteAid's advocacy pillar through an advocacy strategy and visible presence in appropriate for a in collaboration with Senior Management Team colleagues.
- Lead on WasteAid's work around COP27 and develop further WasteAid's initial work around Climate Change.
- Take the lead on representing WasteAid at events and conferences organised by the UK and International waste management sectors.
- Develop an online presence as a thought leader through blogs, articles and through social media.



Person Specification

- At least 10 years of Circular Economy and Solid Waste Management experience in an international setting at a senior level.
- At least 7 years' experience of developing and managing large scale Circular Economy and Solid Waste Management programmes in Lower and Middle Income Countries that are relevant to WasteAid's work.
- Experience of contributing to programmes designed to develop Circular Economy entrepreneurs or to develop green employment opportunities and sustainable grassroots Waste Management businesses.
- Detailed knowledge of the challenges faced by Lower and Middle Income Countries in developing waste management systems.
- Excellent knowledge of best practice in international development programming.
- An excellent knowledge of the current international Circular Economy ecosystem, including international alliances, current priorities, relevant legislation, partner and funding opportunities.

- Ability to work closely with a wide range of stakeholders - Ministers, politicians, academics, senior corporate figures, local authorities and community leaders.
- Possesses an excellent (and international) professional network.
- Experience of living and working in Africa or Asia.
- Desire to tackle inequality at a global level through inclusive Circular Economy approaches.
- Ability to work in a multinational, multicultural organisation with team members from different professional backgrounds.
- Ability to focus on a number of different workstreams at any one time.
- Friendly, approachable, with a 'can-do' attitude and entrepreneurial spirit.

Desirable

- Professional knowledge of French



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