



WATER RESOURCES MANAGEMENT AUTHORITY

EMPLOYMENT OPPORTUNITY

Established in 2012 under the Water Resources Management Act No. 21 of 2011, the Water Resources Management Authority (WARMA), whose main function, is “to promote and adopt a dynamic, gender-sensitive, integrated, interactive, participatory and multisectoral approach to water resources management and development that includes human, land, environmental and socio-economic considerations, especially poverty reduction and the elimination of water borne diseases, including malaria”.

WARMA is responsible for managing and regulating the use of Zambia’s water resources in an integrated, participatory and sustainable manner based on human, land, environmental and socio-economic considerations. WARMA is an Equal Opportunity Employer. In order to effectively manage its functions, the Authority wishes to recruit a suitably qualified, self-motivated and experienced person for the following position: -

(1) DIRECTOR GENERAL (01 Position)

Department: Executive
Reports To: The Board
Location: WARMA Head Office - Lusaka

Qualifications:

- Grade 12 Certificate;
- Bachelor’s degree in Civil Engineering, Water Resources Engineering, Agricultural Engineering, Hydrology, Hydro-geology, Natural Resources Management, Public Administration or its equivalent/relevant from a recognized University/Institution;
- Master’s Degree in Water Engineering, Water Resources Management, Natural Resources Management, Hydrology, Business Administration or any other relevant qualification at postgraduate.
- At least 10 years’ experience in the water or environment or conservation sector with at least 5 years’ experience in a senior management position.

Other Requirements

- Strategic/Business planning skills;
- Knowledge of Water Resources Management, Environmental Management, livelihood and/or Social Development;
- Good working knowledge of computers and accounting packages;
- Excellent communication skills;
- High analytical skills; and
- sound project management and evaluation skills.

Purpose of the Job:

To provide overall management and leadership to the organization and ensure its operations are in accordance with strategies and programs. Responsible for the overall direction, policy formulation and performance of WARMA portfolio within the stated policies and guidelines provided by the Board, to provide overall regulatory oversight in full alignment with its statutory mandate under the Water Resources Management Act No. 21 of 2011 and other duties as hereunder listed.

Main Duties and Accountabilities:

1. Provide strategic leadership in the development of WARMA's strategic plans, policies, standards and procedures and annual work plans within the provisions mandated by the Board and in line with its Mission so as to ensure sustainability of the water resources.
2. Interpret the vision, mission and strategic objectives of the Authority and ensures motivation among members of staff to work towards attainment of the Authority's vision and goals and meet stakeholder expectations.
3. Lead and oversee the timely formulation and review of policies related to water resources management to enhance effective and efficient utilization of the Water resource.
4. Expand and Coordinate effectively local, regional and international initiative in water resources management to facilitate and achieve improved accessibility of the resources
5. Monitor the implementation of Strategic Change Management Plans as well as reviewing organizational performance to ensure effective allocation and utilization of WARMA's resources.
6. Develop and recommend long-term strategies, business plans, and annual operating budgets; and establishes proper internal monitoring and control systems and procedures for the organization.

7. Developing and installing sound Management systems based on good corporate Governance and best practice aimed at promoting Management controls and Financial Integrity to improve Organizational effectiveness.
8. Oversees effectively the receipt and investigation of public complaints concerning water resources management to facilitate implementation of appropriate interventions.
9. Implement the Board's various recommendations to ensure that they are professionally and expeditiously undertaken and provide advisory services to the Board of Directors to keep the Boardwell informed about the Institute's activities and improvements.
10. Co-ordinate and prepare business related proposals, reports and other submissions for consideration by the Board.
11. Promote and support timely, evidence-based research in the water sector, fosters collaboration with research institutions and strategic partners, supports initiatives that assess and address the impacts of climate change on water resources.
12. Ensure prudent management and utilization of financial and human capital to realize revenue growth, cost reduction and enhance shareholder value.
13. Provide overall leadership and support for information technologies to enhance realization of corporate objectives and goals in a rapidly changing independent Water sector environment.
14. Provide advice to the Board on necessary changes as per legal requirements pertaining to the status, functions and activities of WARMA.
15. Consolidate, produce and submit management and ad hoc reports to the Board on the performance of the Authority. Project a positive image of the Authority to the public and is the Authority's spokesperson.
16. Perform such other duties as assigned by the Board.

INTERESTED PERSONS SHOULD SEND THEIR APPLICATION LETTERS SUPPORTED BY COPIES OF ACADEMIC AND PROFESSIONAL QUALIFICATIONS CERTIFIED BY ZAQA WITH DETAILED CVs WITH 3 TRACEABLE REFEREES TO THE FOLLOWING ADDRESS NOT LATER THAN 17:00HRS ON **30th OCTOBER, 2025**. ELECTRONIC APPLICATIONS CAN BE SENT VIA EMAIL TO **jobs@warma.org.zm** AND NON-ELECTRONIC COPIES CAN BE SENT TO THE PHYSICAL ADDRESS BELOW.

The Board Chairperson
Water Resources Management Authority
Plot No LN-385-7 & 385-8, Alick Nkhata Road
Po Box 51059
LUSAKA

**PLEASE NOTE THAT ONLY SHORT-LISTED CANDIDATES WILL BE CONTACTED.
APPLICATIONS RECEIVED LATER THAN THE CLOSING DATE SHALL NOT BE CONSIDERED.**