

Terms of Reference For Water Resource Engineer/Internship Program Coordinator

1. BACKGROUND

The NBI, ENSAP and ENTRO

The Nile Basin Initiative (NBI) is an intergovernmental partnership of the ten Nile Basin states sharing the Nile (Burundi, D.R. Congo, Egypt, Ethiopia, Kenya, Rwanda, South Sudan, Sudan, Tanzania and Uganda). The NBI was established to develop the river cooperatively; reduce poverty and environmental degradation; share substantial socio-economic benefits, and promote regional peace and security. The NBI is guided by a Shared Vision which envisages achieving *“sustainable socio-economic development through the equitable utilization of, and benefit from, the common Nile Basin water resources”*.

NBI member countries launched a Strategic Action Program with two sub-programs: the basin-wide Shared Vision Program (SVP) that aimed at building confidence, capacity and knowledge base (now phased out), and two Subsidiary Action Programs: The Eastern Nile Subsidiary Action Program (ENSAP) and the Nile Equatorial Lakes Subsidiary Action Program (NELSAP) that initiate concrete joint investments and action on the ground at sub-basin levels.

The Eastern Nile Subsidiary Action Program (ENSAP) of the NBI was launched by Egypt, Ethiopia and the Sudan (with South Sudan joining in 2012) to initiate concrete joint investments and action on the ground in the Eastern Nile sub-basin in the areas of power generation and interconnection, irrigation and drainage, flood preparedness and early warning, watershed management, development of planning models and joint multipurpose programs. ENSAP is governed by the Eastern Nile Council of Ministers (ENCOM) assisted by ENSAP Team (ENSAPT); and implemented by the Eastern Nile Technical Regional Office (ENTRO), based in Addis Ababa, Ethiopia. ENSAP receives its funding from the Eastern Nile countries and also from a range of bilateral and multilateral development partners.

The Integrated Development of the Eastern Nile (IDEN) was the first ENSAP project, agreed in 2002, with an initial set of seven sub-projects aimed at tangible win-win gains in the areas of watershed management, flood preparedness, early warning and response, irrigation and drainage, power supply interconnection and regional power trade and later the Joint Multipurpose Program [JMP]. Some of these projects preparations have been successfully completed, and are advancing towards implementation.

Currently a single project **Nile Cooperation for Results (NCORE)** Project has been developed for all NBI institutions for an implementation period of 3 years starting January, 2013. NCORE is intended to sustain Nile-Sec, ENTRO, and NELSAP in

implementing priority regional cooperation activities. The internship program was started when ENTRO worked with the World Bank to modify the implementation arrangement of the Eastern Nile Planning Model (ENPM) project. This has helped ENTRO to engage the countries through partnership with scientific communities (EN universities) despite the political differences. The partnerships and Young Professional (internships) were used to fill critical knowledge gaps. An extensive internship program was initiated under ENPM project which was considered to be more effective in terms of building in-house capacity and bringing a diversity of expertise and outreach opportunities to ENTRO and academia.

2. RATIONALE

This program proved to be immensely successful in fostering cooperation and allowing ENTRO to expand its professional network. The Young Professionals (interns) brought to ENTRO an array of technical knowledge and academic traditions in understanding the river system, which combined to form ENTRO's knowledge base by making enhancement and developing new analytical tools and knowledge products.

The achievement of the internship program under ENPM had made the EN countries to acknowledge the continuation of the program under NCORE and to expand some of the good-practice activities initiated under ENPM to a basin-wide context including expanding the program and partnership. Up to now 126 interns were engaged with 10 batch of internship program. As the number of interns enrolled in the program grows it becomes necessary to have a proper structure to supervise the program and package each batches deliverable to ENTRO's knowledgebase.

To this effect, ENTRO intends to employ the services of a consultant to assist ENTRO in supervising the internship program and support the water resource planning unit in knowledge product development process.

3. Objective

The objective of the internship program is to support Eastern Nile cooperation and contribute to sub-basin institution building through bringing the scientific community and engaging in water resources issues. The objective of this internship program supervisor consultancy is to make sure that the program delivered the intended objective, to enhance knowledge product development and give capacity building to the interns.

4. Scope of Work

The Internship program coordinator is responsible for the following major activities

- Support ENTRO in preparing tasks and TOR for interns
- Communicate with countries for announcing, nomination and selection of competitive interns for the program
- Work with ENTRO to facilitate for smooth running of the program
- Support the program by giving continuous capacity building and hands on training on;

- Information and guidance for selected interns before they start the internship
- Introduction, about ENTRO, objective of the program
- Capacity building about ENTRO knowledge products and projects
- Hands on training on specific areas where interns needs capacity building
- Work with ENTRO, countries and WB to facilitate other capacity building trainings for the interns enrolled and previous interns
- Supervise the program and assess the performance of the interns
- Provide quality check of work of ENTRO interns, and coordinate quality reviews by ENTRO technical staff as needed
- Once quality assurance has taken place, package the deliverables of interns and upload to ENTRO knowledge base with appropriate format
- Prepare a communication material for the knowledge products prepared by the program and facilitate the dissemination to support integration of outputs onto online platforms.
- Work with ENTRO, interns and EN universities to facilitate publications of selected intern deliverables
- Work with ENTRO and countries on awareness raising about the program and its deliverables with various communication methods and social media
- Work with ENTRO to organize workshops and other platforms for dissemination and validation of the program deliverables
- Create a discussion forum (with ENTRO portal) for the interns to question, discussion, opportunities, etc...
- Organize events i.e knowledge management bazar, hackathons etc...
- Resource mobilization to raise fund to sustain and expand the internship program
- Support the WRPV through modeling activity, knowledge product development and enhancement and any other related areas
- Work with ENTRO to establish a activity and annual work plan

5. DELIVERABLES

- Run at least 9 batches of internship program
- At least two training given for each batch
- Organize a dissemination workshop per each batch
- A summary report at the end of each batch of the program which describe who attend the program, what delivered and what the purpose and use of the delivered product
- Quality assured knowledge products of intern's deliverable integrated in ENTRO's knowledgebase
- Initiate the establishment of Internship forum for discussion and support group
- Active social media system established which engages all previous and active interns
- At least two events organized which engaged the interns through computations (hackathons or other events approved by the supervisor)
- Prepare a plan to secure fund for sustain the internship program

- Support given to the WRPU through model development and other activities through knowledge product development and enhancement

6. IMPLEMENTATION ARRANGMENT

As a client ENTRO will assign the water resource modeller who will be responsible for overseeing the work and contract administration and to whom the consultant shall report. The Consultant shall be stationed at ENTRO, Addis Ababa. ENTRO shall provide adequate support to the consultant by facilitating gathering of data, access to relevant information and authorities, and by providing adequate office space and support facilities (such as internet).

7. QUALIFICATIONS & EXPERIENCE

The internship program coordinator shall have the following qualifications and competencies:

- At least M.Sc or higher in civil engineering, hydrology, water resource modeling, or other closely related field
- At least 2-5 years of working experience with recognized technical expertise in water resource planning, particularly in transboundary water resource development and management
- Past experience with most of ENTRO used models i.e. water resource models (NB-DSS, RiverWare, Ribasim, HecHMS, Hec-ResSim and MikeHydro), optimization model (GAMS), GIS, VB, Excel macro's, etc...
- Experience in development and conduction of capacity building or training activities and supervising
- Excellent consensus-building, multi-cultural, and inter-personnel skills. Strong team building and mentoring capabilities
- Proven ability to operate in a multi-cultural environment and to interact positively with a wide range of stakeholder's within an international and multi-government context
- Experience in Nile basin countries, particularly in Eastern Nile is highly recommended
- Strong analytical, report writing and communications skills
- Fluency in English
- Respect, accountability, courage, excellence, building partnership, building commitment, contributing to team success, innovation, pro-active problem solving, analytical ability.

