

## **Long term position - Senior Team Leader based in Kyiv (Ukrainian national)**

### **Strengthening of Municipal Waste Management in Ukraine, 2024-2027**

*Avfall Sverige (the Swedish Association of Waste Management and Recycling) is the main national stakeholder and association in the field of waste management and recycling in Sweden. With 400 members, representing all municipalities, municipal companies and the private waste management sector, Avfall Sverige is the main national voice for its members and is monitoring and safeguarding the member's interests in all areas of waste management. Avfall Sverige is also a main national knowledge broker in the field of waste management and acts to promote the exchange of best practices, innovation and ideas. Avfall Sverige also has long term commitments internationally in support to municipal waste management reforms.*

*SALAR International is the extended operational arm of SALAR, the Swedish Association of Local Authorities and Regions, in international development cooperation. As an integral part of SALAR, SALAR International seeks to promote sustainable systems of local self-government worldwide, whether it concerns support to nation-wide decentralization reforms, local democracy, municipal services, EU approximation or development of local government associations. SALAR International has a long history of cooperation with Ukraine, especially since 2014 in its support to the country's comprehensive decentralization reforms and administrative services at the local levels.*

#### **Background**

Based on agreement with the Swedish International Development Cooperation Agency (Sida), SALAR and Avfall Sverige has applied for a grant, for the implementation of a multi-year program in support to municipal waste management (MSW) in Ukraine. The comprehensive program is planned to be carried out over a period of three years with an anticipated start during the summer of 2024.<sup>1</sup>

Responding to the Ukrainian government's appeal for assistance in the wake of the devastating Russian invasion, the program is designed to support Ukraine's ambitious reforms of municipal waste management. It is rooted in a strategic partnership between Avfall Sverige and SALAR, leveraging Swedish expertise for efficient, innovative, and sustainable waste management with a strong commitment to local democracy. The initiative aligns with both the Strategy for Sweden's Recovery and Reform Cooperation with Ukraine 2023–27 and the EU integration process, with particular emphasis on the green transition and sustainable development. The program also targets added value through close strategic cooperation with the Swedish Environment Protection Agency (SwEPA) and Nefco, the Nordic Green Bank.

The program's rationale stems from a comprehensive situational analysis revealing critical challenges in Ukraine's waste management sector, including over-reliance on landfills, inadequate recycling, and the absence of coherent national waste management strategies and planning guidelines. The aim is to catalyze a systemic multi-level reform that introduces more efficient waste collection, recycling, and sustainable waste treatment practices across Ukrainian municipalities. In doing so, the program seeks to enhance Ukraine's environmental sustainability, align with EU waste management standards, and foster a culture of responsible waste management among citizens. The program's implementation strategy revolves around two pillars:

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<sup>1</sup> This depends on the formal approval and agreement with Sida.

*Strengthening Multi-Level Governance in Waste Management:* enhancing policy frameworks, financing mechanisms, and intergovernmental coordination to support effective national and local implementation of waste management reforms.

*Capacity Building at Local and Regional Levels:* empowering municipalities, in particular clusters of municipalities, through targeted technical assistance, knowledge exchange, and infrastructural support to implement sustainable waste management practices

### **About the role**

The Team Leader will have a senior managing role being engaged as the representative of the program management team of SALAR International and Avfall Sverige.

The role includes leadership and support to program teams and experts, strategic dialogue with Ukrainian partners and international stakeholders. The role also includes supporting program development by exploring and taking responsibility for development of new initiatives as relevant. S/he will be responsible for managing and reporting on program progress and results on the ground in line with Swedish government priorities and strategies.

The Team Leader will play an important role in establishing the program from the start, including helping to set-up and recruit the local teams and to set up the program's operations in Ukraine.

S/he will work closely with and report to the program management team in Sweden. During the establishment phase, the team set up, including roles and division of responsibilities will be further discussed and defined.

The Team Leader will be contracted for the full program implementation period on an consultant based contract.

The role includes frequent travel within Ukraine and potentially (when feasible) to other countries as well.

### **Main responsibilities**

- Lead program processes and teams in Ukraine, including strategic and day-to-day operational work within the framework of program goals
- Develop and maintain strategic communication with partners, donors and other critical stakeholders in the program context in Ukraine
- Develop and conceptualize strategic support measures within the programs' thematic areas and components.
- Ensure timely program delivery, with high quality, effective risk management and aligned with the program budget
- Be responsible for managing of results on the ground, including internal as well as external program reporting and communication
- Provide strategic intelligence and updates regarding the program context in Ukraine
- Plan and organize workshops/conferences and joint exercises with Ukrainian stakeholders both in Kyiv and in regions/municipalities
- Help to plan, draft and organize specific expert assignments in collaboration with the Swedish team
- Coordinate, report and communicate closely with the Swedish based team on a regular basis
- Help to manage and mitigate risks for the program implementation

**Qualifications:**

- Academic degree (Master or equivalent) in a relevant field, such as political science, economics, international relations, environment engineering, community planning and sustainable development or equivalent knowledge acquired in another way
- At least 8 years' experience of working with international development cooperation, including experiences of working with bilateral donors, multilateral organizations and/or partners at national and local levels
- At least 5 years' experience in project/program management, including leadership role of managing efficient program teams
- Experienced with results-based management (RBM or equivalent)
- Good understanding of the Ukrainian reform agendas in environment protection including waste management including EU standards and rules
- Excellent English language skills
- Excellent analytical & writing skills

**Merits:**

- Previous experience of strategic program development
- Previous work experiences of democracy, good governance and/or local development
- Experience from working with waste management
- Experience in or with a municipality, region, municipal association or state authority
- Access to good network in key-areas relevant to the program in Ukraine
- Knowledge and experience of integrating gender equality and rights perspectives into program work

**What we can offer you:**

Avfall Sverige and SALAR International offers you a position where you grow and develop in step with our dynamic and varied missions. Because we are relatively small organizations, you will have close exchange and dialogue with committed managers and colleagues. We actively work for an open culture with a good working environment.

We represent value-based organizations pervaded by the fundamental principle that all humans are created equal. We value knowledge, are curious and want to share the perspectives and experiences of others to develop our businesses and operations. We have the courage to propose solutions that we believe will lead to sustainable results. We question the status quo and dare to take on challenging tasks in complex environments.

As we strive for a gender equal and diverse working environment, we welcome all applicants.

**Position Length:** The position is long-term, approximately three (3) years. Full time from program start (tentatively starting between July and August 2024)

**Application:** Send your English application with CV and a cover letter to [opportunity@salarinternational.se](mailto:opportunity@salarinternational.se) no later than **May 27<sup>th</sup>, 2024**. Applications will be considered on a rolling basis. Early applicants are encouraged.

**For any questions or clarifications, please contact:** Pontus Förberg, Project Manager: [pontus.forberg@skr.se](mailto:pontus.forberg@skr.se) and Weine Wiqvist, Senior Advisor: [weine.wiqvist@avfallsverige.se](mailto:weine.wiqvist@avfallsverige.se)