

Position Description

GEDSI and Climate Resilience Consultant | Australian Water Partnership (AWP)

Job Title	GEDSI and Climate Resilience Advisor	Project Name	Australian Water Partnership (AWP)
Job Type	Contract (Part Time – 2 days/week)	Location of Position	Melbourne, Canberra, other, Australia.
Reporting to	GEDSI/Climate Resilience Senior Advisor	Remuneration	Competitive salary aligned with market rates, commensurate with experience
Time Frame	12-18 months	Application Deadline	16 September 2026

Alinea is an international development consultancy providing technical and management expertise that helps people improve their lives. Alinea works with governments, investors, companies, and communities to create lasting change. Over 39 years, Alinea has successfully delivered more than 1,000 projects worldwide. For more information, please visit the Alinea International website.

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At Alinea International, we value diversity, equity, inclusivity, accessibility and belonging in everything we do. We are an equal opportunity employer opposed to all forms of discrimination. We actively seek and encourage applications from people of diverse backgrounds, recognising that an inclusive workforce enriches our organisation and achieves smarter, more innovative results.

Alinea is committed to the protection of children and vulnerable adults. Due to the nature of our work, all candidates will be subject to due diligence checks and extensive background checks where appropriate.

Project Description

The Australian Water Partnership (AWP) supports water sector outcomes through partnerships, technical assistance, monitoring, evaluation, reporting, learning and adaptive management. The program works with AWP staff, partners, DFAT, consultants, contractors and in-country stakeholders to generate evidence, strengthen performance, and support continuous learning across the portfolio.

About the Work

The GEDSI and Climate Resilience Consultant will play a pivotal operational role in supporting implementation of the AWP Gender Equality, Disability Equity and Social Inclusion (GEDSI), Climate Resilience and Sustainability Plans, in accordance with DFAT requirements.

The Consultant will work closely with Alinea's AWP GEDSI/CR Advisor. The role provides synthesis, writing and technical coordination across GEDSI and Climate Resilience work to support implementation of agreed Implementation Plan activities.

A key focus of the role is the ability to synthesise complex GEDSI and Climate Resilience material, lead content development in line with specific implementation plans, and produce concise, high-quality analysis, summaries, briefs, reports and communications products for a range of internal and external audiences.

Reports and Key Relationships

Reports to	Alinea Team Lead/MERLA Advisor
Works with	Alinea GEDSI/CR Advisor; AWP Technical Lead; AWP Staff, - receiving work requests from staff within AWP and prioritising weekly with the Team Lead/MERLA Advisor.
Key relationships	Senior management team AWP; DFAT and other external stakeholders; external consultants and contractors; in-country partners

Key Responsibilities

Support implementation of the AWP GEDSI Plan

- Analyse GEDSI issues and contribute to concise summaries, reflections and learning products that support decision-making and continuous improvement.
- Support implementation of actions outlined in the AWP GEDSI Plan, working closely with Alinea's AWP GEDSI/CR Advisor.
- Provide practical guidance and support to AWP staff on GEDSI-related activities, including advice on design, implementation, monitoring, reporting and learning.
- Support partners to meet requirements and embed GEDSI as a mainstreamed practice across AWP activities as directed by the GEDSI/CR Senior Advisor.

Support implementation of the AWP Climate Resilience and Sustainability Plans

- Synthesise Climate Resilience content and evidence, translating complex material into clear, concise analysis, briefs and reports.
- Develop and operationalise implementation plan(s) aligned with DFAT strategic priorities, including relevant guidance documents for AWP staff and partners.
- Work with AWP and Alinea staff to implement, monitor and report against plan delivery.

General and other activities

- Adhere to all eWater Ltd, Alinea and AWP policies, including travel, GEDSI and risk management policies.
- Work collaboratively within a small team and autonomously.
- Contribute to analysis, blogging and communication activities related to GEDSI and Climate Resilience to raise awareness and drive meaningful dialogue on relevant issues.

Quality and continuous improvement

- Demonstrate support for, and compliance with, organisational policies, procedures and relevant work instructions in day-to-day practice.
- Participate fully in quality and continuous improvement activities and initiatives across the organisation, and promote this culture as an integral part of core practice.

Personnel Specification

Qualifications, knowledge and essential experience

- Experience writing, researching and synthesizing complex information for various audiences.
- Experience working quickly on small discrete tasks moving through them rapidly under direction.
- Working knowledge of DFAT frameworks, including but not limited to DFAT GEDSI Standards, the Aid Programming Guide, the International Development Policy and the Climate Change Action Strategy.

- Experience working as part of a small, self-driven team and collaborating with diverse stakeholders.

Desirable experience

- Demonstrated expertise and experience in gender equality, disability equity and social inclusion, preferably in the context of international development.
- Demonstrated expertise and experience in climate resilience, preferably in the context of international development and water resources management.
- Experience contributing to learning and knowledge events and producing high-quality analysis and communication materials.

Skills and attributes

- Excellent writing skills, including the ability to produce concise summaries of complex material and clear, audience-appropriate reports, briefs and communication products.
- Strong analytical and problem-solving skills, with the ability to assess gaps and provide actionable recommendations.
- Strong interpersonal, written and oral communication skills, with the ability to collaborate effectively with internal and external colleagues, clients and stakeholders, including those from different cultures.
- Ability to prioritise workloads, meet deadlines, adapt to feedback and work proactively in a dynamic environment.
- Ability to demonstrate initiative and work autonomously while contributing as a strong team player.