Building Skills for Better Water Governance

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Understanding the Challenge

- Water management covers everything from resource availability to disposal and reuse.
- Ensuring a reliable water supply requires expertise, sustainability, and governance.
- Gaps in institutional capacity and fragmented roles hinder efficient service delivery.
- Skill gaps, especially at lower levels, are due to lack of competency-based job descriptions and unstructured hiring.

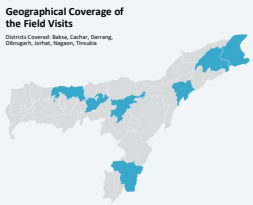
Research Gap

- No structured framework exists to map and align competencies across the water management lifecycle and decentralized hierarchies.
- Limited efforts to assess and strengthen skills at lower levels, leading to inefficiencies in on-ground implementation.

Our Objective

- Create a comprehensive Competency Framework for water governance.
- Define and map key skills across all stages of water management.
- Align competencies with roles, responsibilities, and resource needs at every organizational level.
- Help decision-makers ensure efficiency, adaptability, and accountability in water management.

Methodology



- Conducted needs assessments, field observations, and FGDs with ~200 stakeholders across seven districts in Assam.
- Reviewed public datasets and frameworks like FRAC and CIWEM to adapt key principles.
- Mapped workflows and competencies systematically from the ground up, emphasizing a human resources perspective.

Water Sector Competency Framework

Understanding Competency-Based Capacity Building

What is Competency?
A blend of Attitudes, Skills, and Knowledge (ASK) needed for individuals and organizations to perform effectively.

Why it Matters?
This framework ensures all stakeholders contribute to a sustainable, accountable, and efficient water management system.

How it Helps?

- Fills skill gaps and sets clear expectations.
- Guides better resource allocation and boosts efficiency.
- Enables competency-based job descriptions for recruitment, training, and evaluations aligned with water management needs.

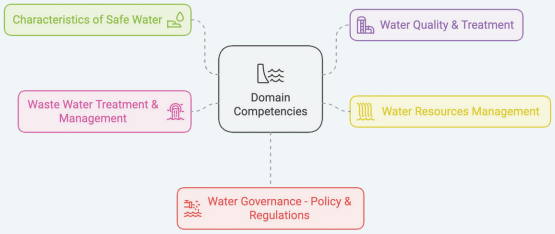
Future-Ready
Adaptability supports long-term sustainability and continuous learning in an evolving landscape.

Water Competency Framework: Key Elements

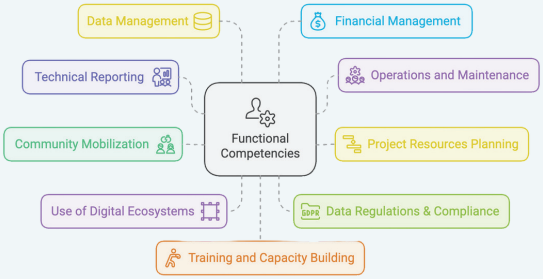
This framework ensures precise skill mapping for job requirements, fostering capacity building and robust monitoring systems.

Competency Categories: Domain, Functional and Behavioral

- **Domain**: Specialized knowledge and skills for specific sectors.



- **Functional**: Broad skills to address cross-sector priorities.



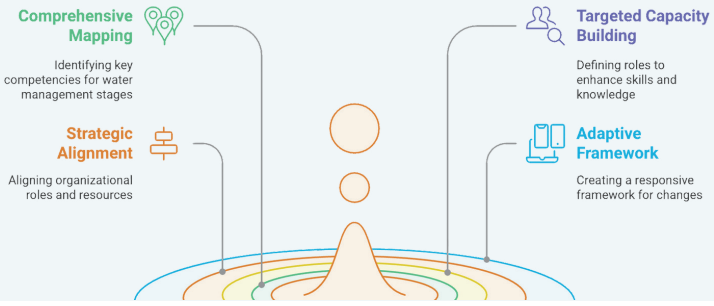
- **Behavioral:** Soft skills enhancing performance and collaboration.

Proficiency Levels:

- Level 1: Foundational skills for entry-level roles.
- Level 5: Advanced expertise for leadership and complex challenges.

Each level builds higher-order skills and deeper knowledge to match role complexity.

What We Aim to Achieve



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	Domain	**Functional**	**Behavioural**
Activity: **Community outreach and awareness**	**C1: Characteristics of safe water** *L1: Awareness of basics of safe water indicators* **C3: Water resource management** *L1: Demonstrates knowledge of different aspects of water resource mgt* *L3: Coordinates water resource management programs*	**C6: Technical reporting** *L1: Basic understanding of structures and reporting requirements* **C9: Community mobilisation** *L2: Supports preparation of and deployment of community engagement plan* **C10: Use of digital ecosystem and data regulations** *L1: Uses basic functions of digital devices*	**C14: Communication (cross-cultural)** *L1: Understands basic communication requirement with the community* **C17: Stakeholder engagement and relationship management** *L1 - Understands existing and potential stakeholders and their expectations* *L2: Builds trust and manages feedback*