



# WASCO

WATER & SEWERAGE COMPANY, INC.

## VACANCY NOTICE

**JOB TITLE:** Strategy and Performance Analyst  
**DEPARTMENT:** Strategic Planning Department  
**REPORTS TO:** Strategic Planning Manager

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The Water & Sewerage Company Inc. (WASCO) presents an exciting opportunity for a **Strategy and Performance Analyst** within our Strategic Planning Department.

### Key Responsibilities

- Lead the preparation of departmental one-year operational plans
- Develop and standardize planning templates
- Ensure alignment with WASCO's Strategic Plan
- Facilitate planning sessions across departments
- Consolidate departmental plans into a corporate operational plan
- Translate strategic priorities into actionable programmes
- Ensure alignment between strategic and operational plans
- Coordinate cross-functional strategic initiatives
- Lead the development and implementation of the Balanced Scorecard framework
- Establish and standardize Key Performance Indicators (KPIs) across departments
- Assign KPI ownership and ensure accountability
- Monitor performance against targets
- Coordinate the preparation of annual business plans
- Analyze operational performance indicators including:
  - Non-Revenue Water (NRW)
  - Service reliability
  - Customer service performance
  - Operational efficiency metrics
- Develop dashboards and performance reports
- Support preparation of WASCO's Annual Report
- Assist with performance-related submissions to NURC
- Ensure consistency between reported performance and strategic targets

- Facilitate monthly and quarterly performance review meetings
- Promote a culture of accountability and results-based management
- Support change management initiatives
- Identify opportunities for operational and institutional improvement
- The incumbent is required to perform any other related duties as may be assigned by Management from time to time

## **Qualifications & Experience**

- Bachelor's Degree in Business Administration, Economics, Engineering or related field with three years' experience.
- Master's Degree in Strategic Management, Business Administration, Public Administration or related field
- At least 3 years of experience in Strategy implementation, Corporate planning or performance management, Monitoring and evaluation or Business analytics or operational planning

## **Professional Certifications (Desirable):**

- Balanced Scorecard Certification or equivalent
- Project Management Certification (e.g., PMP, PRINCE2)

## **Skills & Competencies**

- Strong understanding of strategic planning and performance management frameworks
- Knowledge of Monitoring & Evaluation (M&E) systems
- Ability to develop and manage Key Performance Indicators (KPIs)
- Understanding of financial planning and budgeting processes
- Familiarity with utility operations (water and wastewater systems) is an asset
- Advanced proficiency in Microsoft Excel and data analysis tools
- Experience with data visualization tools (Power BI or equivalent) is an asset
- Strong analytical, problem-solving and decision-making skills

**Note:** Candidates must own a personal vehicle and hold a valid Driver's License, as this is a traveling post.

## **Remuneration**

This appointment is contractual and salary is in accordance with the terms and conditions stipulated by the Water & Sewerage Company Inc.:

## **Application Process**

Submit your application letter, curriculum vitae, and references under confidential cover to:  
**hr@wascosaintlucia.com**

**Deadline: Friday May 30<sup>th</sup>, 2026**

*Only shortlisted candidates will be contacted. Please note that meeting the minimum qualifications does not guarantee an interview. WASCO reserves the right to select candidates whose credentials and experience best align with the requirements of the position.*