



DEPUTY REGIONAL VICE PRESIDENT - LATIN AMERICA AND CARIBBEAN

Location: Houston, Texas; Guatemala, Honduras, México or Nicaragua

Department: Programs

Type: Salary, Full-Time

Supervisor: RVP for Latin America and Caribbean

ABOUT US

Living Water International exists to demonstrate the love of God by helping communities acquire desperately needed clean water, and to experience "living water"—the gospel of Jesus Christ—that alone satisfies the deepest thirst.

In 1990, we set out to help the church in North America be the hands and feet of Jesus by serving the poorest of the poor. More than a billion people in the world live on less than a dollar a day. At least 844 million people lack access to safe drinking water.

For all practical purposes, these statistics refer to the same people; around the world, communities are trapped in debilitating poverty because they constantly suffer from water-related diseases and parasites, and/or because they spend long stretches of their time carrying water over long distances. In response to this need, we implement participatory, community-based water solutions in developing countries. Since we started, we have completed over 20,000 water projects (and counting!). We currently serve the thirsty in twelve countries outside of the US.

CORE CHARACTERISTICS

These principles guide and identify us as colleagues and representatives of Living Water:

- Honor God
- Develop People
- Pursue Excellence
- Be Good Stewards

JOB PURPOSE

To improve the operational performance of the region by providing leadership, management, and technical support to key program staff in country offices on an ongoing basis to ensure that the country implements their plan in alignment with Living Water strategies and standards. Areas of support include program design, monitoring and learning (MEL), church and community mobilization (CCM), and project management. Also provides day-to-day management support to the 4 - 6 Regional Service Team members and effectively interfaces with Regional Finance and HR as well as the Living Water Trips Department. Supports partnerships managed at the regional level—currently Asociación Agua Viva (El Salvador) and Asociación Manantiales de Agua (Peru) and handles RVP-delegated projects as requested.

KEY TASKS AND RESPONSIBILITIES

Program Design, Monitoring, Evaluation & Learning

- Steward the ongoing application and measurement of Living Water's Theory of Change
- Build organizational capacity for creativity and critical thinking in developing program designs
- Ensure global MEL systems are in place
- Support country offices in baselines, WPA Designs, mid-term and end-line evaluations
- Coordinate the efforts to build capacity of MEL and Program Staff in the region

- Ensure Living Water program models and toolkits are utilized to facilitate effective program design
- Drive the programmatic innovation and learning agenda in coordination with regional and global peers across the organization
- Represent Living Water Programs and programmatic learning in the broader WASH and international development community
- Together with the Regional Program Officer, support the pursuit of programmatic grants and local revenue across the region
- Provide direction on grants strategy for the region, in sync with the Grants Oversight Team
- Support country offices to do their grants readiness assessment and then build their capacity
- Facilitate the use of Grants Planning Model for all grants
- Ensure effective utilization of organizational systems for management of grants throughout the lifecycle
- Build partnerships with like-minded organizations for collaboration on grants
- Build capacity in regional service team and in country offices for acquiring programmatic grants and local revenue

Church & Community Mobilization

- Support the Regional CCM Advisor to enable effective mobilization in all programs across region
- Ensure effective integration of CCM as the core process in all programs, in keeping with Living Water's Theory of Change
- Validate that Living Water quality standards are followed for all CCM activities
- Develop and recommend tools and strategies for staff spiritual development in country offices

Partnership Support

- Ensure effective coordination and accountability for implementing partners managed at the regional level.
- Work with leaders of each partner to achieve agreements and shared understandings in each MOU
- Effectively coach leaders of each partner according to the agreed performance management framework
- Ensure methods of operation and working behaviors are in line with Living Water values and policies
- Identify, approach, negotiate, and oversee due diligence for potential new partners

Administration

- Ensure that issues raised in monthly management reports are communicated to the appropriate technical or functional specialists in a timely fashion
- Assist in facilitating regional workshops, meetings, and implementing business processes
- Ensure legal compliance is in place for all country offices – this includes health and safety, labor laws, taxes, insurance and other local requirements

MINIMUM EDUCATION / EXPERIENCE

- Postgraduate degree in management, international development, or equivalent
- Demonstrated experience in strategy development, project management, program design, monitoring and evaluation
- At least eight years progressive experience in activities related to holistic development work, with at least three years in developing countries
- A leading candidate will have the following competencies:
 - Training and development

- **Direct contributor for each area of responsibility as needed**
- **Commitment to integral mission and a Christian ethos of development**
- **Strong planning, community mobilization, and inter-cultural communication skills**
- **Team player**
- **Strong English language skills including excellent presentation and writing skills (French language a plus)**
- **Willingness to travel regionally up to 35 percent of the time**
- **Business acumen, including organization skills**
- **Management experience**
- **Leadership capabilities**