Job Profile

Position: Country Manager

Employee Type: Full time

Supervisor: Regional Vice President

Department: Programs

POSITION PURPOSE:

Responsible for providing programming and technical implementation guidance to the program components of Water Access, Hygiene and Sanitation promotion, Church and Community Mobilization (CCM) activities and Monitoring and Evaluation.

DIMENSIONS:

Direct Reports	
Travel	50%
Budget Management	100% of Program Budget

JOB REQUIREMENTS:

EDUCATION/EXPERIENCE	• Degree in a technical or managerial field – engineering/business administration/international development or equivalent; • Minimum 5 years of experience in program design, strategy implementation and leadership; • Personnel/Team management experience • 3 years' experience in financial analysis/budget management
BUSINESS COMPETENCIES & GENERAL SKILLS	
• Knowledge and experience with WASH sector guidelines and best practices • Knowledge and experience in program report writing • Knowledge and experience in program design • Knowledge and experience designing or delivering WASH programming • Highly proficient in English both spoken and written	• Ability to produce and deliver presentations • Highly proficient basic computer skills – Word, excel, power point • Oral Communication/Presentation skills • Ability to work with minimal supervision • Ability to work in rural environments with little to no infrastructure • License to drive a vehicle

AREAS OF RESPONSIBILITY

- Oversee the development of the program design with key stakeholders and ensure it is in compliance and compatibility with the LWI global strategic plan
- Responsible for the programmatic delivery of the LWI approved country strategy
- Responsible to ensure programs operate under LWI global quality standards
- Responsible to lead procurement of capital equipment under approved procurement processes

- Manage all field level program coordinators – this includes but is not limited to program delivery / design, performance management, monitoring work schedules, discipling coordinators, developing trainings, training materials and staff coordination
- Co-lead project design as part of the SMT, revise project objectives and create logical frame work matrix (activities, processes, inputs, outputs, outcomes and impacts) for program alignment with programming
- Report to SMT monthly on program progress
- Write monthly, quarterly and annual reports per regional guidelines and submit within deadlines
- Direct visits with coordinators in their work areas (minimum of once per week per coordinator)
- Manage external consultants and individuals sub-contracted to implement hardware contracts and other program components
- Develop relationships with major stakeholders in WPA areas
- Execute other tasks as required for the successful implementation of the program.

Legal Compliance:

- Ensure legal compliance in all areas: health and safety, labor laws, taxes, insurance and other local requirements;
- Living Water Policy and Procedure Compliance
- Responsible for ensuring all program areas are following LWI policies and procedures in accordance with LWI published documents such as minimum standards, field manuals etc.