



Job Opportunity

Regional Director – AFRICA

Location	Africa based - Kenya, Ghana, Liberia, Uganda, Rwanda, Sierra Leone, Zambia or Zimbabwe (countries where LWI is established)
Department Supervisor	International Programs Team (IPT) Senior Vice President of Programs
Type	In-Office, Hybrid or Remote, Full-Time
Travel	20-30%

POSITION SUMMARY

Reporting to the Senior VP of Programs, The Regional Director (RD) is a senior leader on the Program Leadership Team (PLT) alongside the VP of Program Impact (technical services) and VP of Grants (institutional partnerships). RD drives operational excellence, supports grant acquisition and compliance, and contributes to the design and execution of program strategy.

As the leader for operational performance in Africa, the RD oversees a team of Country Directors supporting a portfolio of six country programs and two partners. This includes responsibility for annual planning, budgeting, staffing, financial and HR oversight, risk management and performance monitoring. The RD provides direct leadership to Country Directors and their teams, ensuring that systems, structures, and staff capacity are in place to deliver high-quality programming. By maintaining strong operational disciplines and removing barriers to execution, the RD ensures alignment between program strategy and field-level implementation.

In close partnership with the VP of Grants, RD plays a central role in grant execution and management, including accountability for the delivery of grant-funded activities. The RD also plays a supporting grant acquisition through regional networking, relationship management, and input to proposal development processes led by the Grants team.

The RD serves on both the Program Leadership Team (PLT) and Senior Leadership Team (SLT), contributing to organization-wide strategy and cross-functional collaboration. Together with SPV of Programs and PLT members, the RD helps shape the direction of program strategies, ensure coherence across departments, and champion operational integration between technical design, resource development, and implementation realities.

CORE CHARACTERISTICS

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

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

KEY TASKS AND RESPONSIBILITIES

1. Strategic Execution & Regional Oversight

- Lead the development and execution of country-level strategies that align with organizational and global program goals.
- Ensure that programs are delivering high-quality, sustainable impact in alignment with organizational strategy.
- Serve as the primary accountability partner for Country Directors, coaching them in strategic leadership, performance management, and adaptive decision-making.
- Monitor program performance and lead course corrections as needed to ensure impact, efficiency, and alignment.

2. Operational and Financial Stewardship

- Ensure operational systems, staffing structures, and budgets are aligned to support sustainable and efficient program delivery.
- Oversee financial performance across countries, guiding planning and resource allocation in line with strategic priorities.
- Support the development of country-level investment plans in collaboration with Finance, Program Operations, and technical teams.

3. Leadership Development & HR Support

- Coach and mentor Country Directors and senior national staff to strengthen leadership, team performance, and succession planning.
- Partner with HR to ensure compliance, staff care, and effective talent management.
- Foster a high-performing, values-driven culture rooted in LWI's Christian identity and leadership ethos.

4. Program Coordination & Support

- Facilitate integrated planning and collaboration between country offices and global teams including technical (Program Impact), grants (PGR), and operations.
- Ensure country teams are fully engaged in reporting, planning, and learning systems.
- Advocate for country needs within the broader organization.

5. Governance, Compliance & Risk Management

- Provide strategic oversight of compliance with LWI policies, program standards, and donor requirements.
- Identify and mitigate risks related to operations, personnel, or political context in collaboration with appropriate support teams.
- Support country offices in maintaining legal registrations and effective local governance.

6. Grant Compliance and Acquisition support

- Collaborate with the Director of Grants to support regional grant acquisition efforts, including opportunity identification, proposal input, and regional context.
- Ensure effective execution of grant-funded activities by holding country teams accountable for deliverables, timelines, and compliance with donor requirements.
- Work with grants managers to ensure timely, accurate reporting, documentation, and communication with funders.
- Align country operations and planning with grant scopes and budgets to ensure feasibility and operational readiness.

7. Regional & Global Leadership

- Serve as an active member of the Program Leadership Team, contributing to joint development of global program strategy and decision-making.
- Promote cross-regional learning and collaboration.
- Represent LWI at regional and external forums to strengthen visibility and partnerships.

EDUCATION / EXPERIENCE / SKILLS

- Bachelor's degree in international development, public health, business, or related field; Master's degree preferred.
- At least 10 years of senior-level leadership experience in international development or nonprofit management.
- Proven experience managing cross-cultural teams and complex program portfolios.
- Strong understanding of financial and operational management in field-based settings.
- Excellent interpersonal, coaching, and cross-functional coordination skills.
- Fluent in English (Spoken and Written)

CORE COMPETENCIES:

- Strategic Thinking & Execution
- Leadership Development & Coaching
- Cross-Functional Collaboration
- Operational Stewardship
- Cultural Intelligence
- Adaptability & Decision-Making
- Deep commitment to LWI's Christian identity and mission

More about Living Water

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—which alone satisfies the deepest thirst. We mobilize churches and communities through water access, sanitation, and hygiene (WASH) interventions to increase the physical, spiritual, and social wellbeing of the most vulnerable in communities around the world. With over 300 global staff, we currently work in 15 countries and have provided access to safe water to nearly 6.5 million people.

We Offer

- Competitive compensation package (based on country of origin)
- Opportunities for professional training & development
- Spiritual care and formation program

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