



COUNTRY DIRECTOR – MEXICO

Location: Mexico (Oaxaca or Mexico City preferred)

Department: Programs

Type: Salary, Full-Time

Supervisor: Regional Vice President 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

Provide leadership and strategic direction in the development and implementation of the country strategy. Be accountable for all aspects of the work of Living Water International (LWI or Living Water) in the country. Communicate the gospel of Jesus Christ by “providing a cup of water in Jesus’ name”.

KEY TASKS AND RESPONSIBILITIES

Strategic direction

- Lead the design and management of the country strategy, remaining aligned with the overall Living Water strategy but relevant to the local context
- Raise the profile of Living Water in country through networking with local external organizations
- Assess and respond to a changing external environment
- Facilitate alignment of the country program with LWI regional & global policies
- Develop or be involved with the national board of directors
- Produce a detailed annual business operating plan that program outputs can be measured against

Program Funding

- Working closely with regional staff and the global operations and development team:
 - Highlight country-specific funding requirements
 - Develop and maintain relationships with donors for the diversification of the funding sources of the office
 - Follow LWI policies regarding any locally generated revenue

Spiritual Leadership

- Ensure the office culture is centered on a Christian ethos in accordance with LWI mission and values
- Participate in and lead regular devotional meetings
- Provide spiritual care for staff
- Model a high standard of personal Christian leadership, ministry and integrity through lifestyle and work relationships

Legal Compliance

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

Financial and Resource Management

- Be accountable for budget, resources and assets, ensuring financial controls and cost effectiveness in accordance with LWI mission and values
- Develop and manage country operating budget including major capital expenditures
- Oversee and ensure compliance with local policies and ethical guidelines and comply with guidelines on procurements, security and other functions
- Ensure planning process to enable country to use available resources in the best way to carry out agreed upon country strategies
- Promote country funding needs to the Regional Vice President

Staff Management

- Effectively lead the team within the performance management framework and coach staff/managers
- Ensure methods of operation and working behaviors are in line with LWI values, policies and are in legal compliance
- Recruit staff in accordance with local requirements and LWI procedures

Security and Risk Management

- Be fully accountable at country level for emergency and risk management, develop a security plan and ensure staff awareness and compliance

Corporate Leadership

- Act as guardian of the LWI brand in the country
- Ensure staff are continuously engaged and aligned with LWI global mission, strategy, values, strategic direction and country plan
- Work with peers across LWI to share knowledge, skills, resources and networks
- Oversee program development and grant management
- Provide strategic leadership and accountability

MINIMUM EDUCATION / EXPERIENCE

- Bachelor's degree in, international development, or equivalent (Master's degree is preferred)
- At least seven years demonstrated experience in a senior management position
- A leading candidate will have the following competencies:
 - Commitment to integral mission and a Christian ethos of development
 - Substantial business acumen in general management, financial management and operations with work experience in the WASH sector
 - Strong planning, community mobilization, and inter-cultural communication skills

- Leadership capabilities with demonstrated ability to deal decisively with complex situations
- Strategic thinker with clear, comprehensive understanding of the link between operations and business strategy and demonstrated ability to implement a country strategy in compliance with organizational strategy and agreed upon standards
- Staff development and training ability
- Strong English language skills including excellent presentation and writing skills and fluency in the local language
- Willingness to travel in country and regionally up to 35 percent of the time
- Experience working on grant-funded programs in improving the overall health status at the household level through improved water access/quality, sanitation, and hygiene would be desirable