

## Uganda Country Director

### Who We Are:

The Water Mission® organization is a Christian engineering nonprofit that designs, builds, and implements safe Water, Sanitation, and Hygiene (WASH) solutions for people in developing countries and disaster areas. Since 2001, Water Mission has used innovative technology and engineering expertise to provide access to safe water for nearly four million people in 55 countries. Water Mission has 350 staff members working around the world in permanent country programs located in Africa, Asia, Latin America, and the Caribbean.

Notably, Charity Navigator has awarded Water Mission its top four-star rating 12 years in a row, a distinction shared by less than one percent of the charities rated by the organization. To learn more, visit [watermission.org](http://watermission.org).

### Position Summary:

Under the direction of the Africa Programs Director, the Uganda Country Director is responsible for carrying out the mission of Water Mission in Uganda – to honor God by developing, implementing, and sharing best-in-class safe water solutions that transform as many lives as possible, as quickly as possible. This critical position is both a calling and a career. This role is responsible for managing a diverse team of local Ugandans and other international staff working in various functional groups including human resources, accounting, WASH programs, operations, project management, safety, quality, ministry, and administration. By applying sound management and leadership, this role will ensure Water Mission programs are implemented successfully according to Water Mission standards.

This role will require establishing full-time residence in Jinja, Uganda for a minimum of three (3) years. Additional short-term travel of travel to Charleston, SC, USA (Water Mission's Headquarters) and other regional country programs will be required in this role.

The Water Mission Uganda program is a recognized leader in solar pumping, water treatment, remote monitoring, and community development for last mile, rural communities and refugee settings. The Uganda program has experienced rapid growth over the past five years. The new country director will be expected to expand on the established reputation of the program as both an implementor and resource to other like-minded organizations.

### Position Responsibilities:

- Exemplify servant leadership while upholding the vision, mission, and values (love, excellence, and integrity) of Water Mission in all aspects of program leadership
- Maintain a strong Christian witness to colleagues, vendors, donors, beneficiaries, volunteers, and partner organizations
- Lead a team of over 40 full-time and part-time staff in three offices based in Jinja, Yumbe and Arua
- Communicate clearly and effectively to Uganda staff and Water Mission leadership
- Track and report on country program operational performance against the approved ministry tactical plan and budget
- Uphold Water Mission's quality standards in the execution of all project activities
- Ensure that Water Mission project management and enterprise accounting systems are accurate and up to date with operational and project activities
- Manage employee relations issues (biblical discipline and performance improvement) and ensure personnel management practices are consistent with Water Mission standards

- Identify staff knowledge, skill, and ability gaps and plan employee training activities as required to improve employee performance
- Proactively engage with other organizations in the WASH sector to advance our mission and vision and evaluate people and organizations for potential ministry partnerships
- Contribute to the development of the Uganda program strategy
- Oversee preparation of written budget proposals, program proposals, and cost estimates
- Provide regular country program communication updates to Water Mission's Headquarters regarding administrative, financial, and programmatic updates/needs
- Prepare and deliver presentations to Water Mission's staff, the Uganda Program Board of Directors, partners, volunteers, and donors as needed
- Develop and retain talented, mission driven employees

#### **Qualifications Required:**

- Personal conviction in alignment with Water Mission's statement of faith and lifestyle, demonstrating core values of love, excellence, and integrity required
- Bachelor's and/or master's degree from an accredited university in fields such as Management, Engineering, Development or Business, Public Health, or any other related discipline
- Proven experience managing >1,000,000 USD programs
- At least 6+ months experience living in a developing country; African country preferred
- 10+ years in a leadership or management position with experience training, mentoring, and developing new leaders
- Must be fluent in English; additional fluency in a local Ugandan language is welcomed
- Construction and/or engineering project management experience preferred
- Proven experience developing, managing, and tracking operational budgets
- Ability to lead and thrive in an ever changing, highly fluid environment with unique obstacles
- Leadership experience in Christian ministry, evangelism, and discipleship
- Experience in establishing and maintaining multiple partnerships with Christian ministries, NGO's, governments, UN organizations, and other development agencies
- Advanced computer skills (Word, Excel, PowerPoint, Office 365, SharePoint)
- Strong verbal and written communication skills in cross-cultural settings
- Demonstrated office management and organizational skills
- Ability to work through complex issues and employ reasoning skills to solve problems
- Willingness to ask for support when necessary
- Creative and intuitive problem-solving skills
- Confident and experienced working with board members, volunteers, and all levels of staff
- Ability and willingness to work flexible hours, including nights and weekends, when necessary

#### **Competencies:**

- Results Orientation
- Concern for Quality
- Integrity and Truth
- Building Teamwork
- Purpose, Principles, and Values

**Interested, qualified applicants should apply at:** <https://watermission.org/careers/>