



Director of Health, Safety, Environment, and Quality (HSE and Quality)

Who We Are:

Water Mission® is a Christian engineering ministry focused on saving lives by providing sustainable access to safe water and sharing the good news of eternal salvation through Jesus Christ. As a Christian ministry we exist to honor God by loving Him, loving other people, and being intentional about sharing God's love for us through his Son Jesus. As an engineering organization we design, construct, and implement safe water, sanitation, and hygiene solutions for people in developing countries and disasters.

The ministry was founded in 2001 as a 501(c)3 public charity. Our commitment to our Core Values of Love, Excellence, and Integrity has positioned the ministry to be used by God to develop innovative engineering and community development systems, processes, procedures, and technologies that have provided safe water and the Gospel to over four million people in 55 countries. Currently, Water Mission is headquartered in Charleston, South Carolina where a staff of approximately 70 engineers and specialists in the areas of logistics, community development, Biblical stewardship, marketing and communications, donor care, finance/accounting, and information technology, support a global staff of approximately 350 engineers, technicians, community development specialists, and support personnel in country programs located in Africa, Asia, Latin America, and the Caribbean.

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. Since its inception, Water Mission has felt called to a two-part strategy. Part one is to implement best in class safe water projects to save people's lives. Part two is to be a resource to other global implementing organizations in order to achieve transformational scale in the rate at which people's lives are saved. For the last nine years, we have witnessed the Lord's blessing of this ministry that has positioned us to accomplish our strategy. Significant and sustained growth in the ministry is giving us opportunities to expand our recruitment of experienced and highly talented leaders.

Position Summary:

Under the direction of the CEO and President, the Director of Health, Safety, Environment, and Quality (HSE and Quality) is responsible for developing, implementing, and managing HSE and Quality programs for Water Mission's global operations.

Position Responsibilities:

- Develop Global Programs and Standards
 - + Lead efforts to develop:
 - A comprehensive Health, Safety, and Environment Program
 - A comprehensive Quality Assurance/Quality Control Program
 - + Develop and lead Water Mission's Safety Committee to create ministry wide safety standards that represent industry best practices and comply with applicable regulations
- Lead Programs Implementation
 - + Initiate and lead programs to create a sustainable world class HSE and Quality culture
 - + Communicate and engage people at all levels and roles in HSE and Quality
 - + Develop and conduct ministry wide HSE and Quality training programs
 - + Analyze trends, identify and build action plans to improve HSE and Quality initiatives, and present recommendations to the CEO/President and other Water Mission leaders

- Maintain and Improve
 - + Conduct or oversee the investigation of work-related HSE incidents
 - + Ensure complete reporting and recommendations for corrective action
 - + Identify non-compliance issues and proactively work with team to recommend/implement corrective action plans for potential HSE risks
 - + Prepare and maintain budgets related to HSE and Quality initiatives
 - + Maintain a system for documenting HSE and Quality initiatives

Qualifications Required:

- Personal and living relationship with Jesus Christ as Savior
- Alignment with Water Mission's Statement of Faith and Core Values of Love, Excellence, and Integrity
- Bachelor's degree or higher in engineering, industrial management, HSE, or quality related discipline from an accredited college or university
- Advanced degree in one or more of these areas is a plus
- Minimum of five (5) years of leadership in field, production, or other relevant area of experience, in electric power, construction, or manufacturing
- 5-10 years of experience in safety technical areas such as Fall protection, LOTO; Electrical (arc flash, PPE, trouble shooting, high voltage); FR Protective Clothing Requirements, grounding and bonding, Confined Space Entry; and Hot Work Permitting; Trenching and Excavation; Scaffolding; Craning, Hoisting, and Rigging, conducting hazard assessments, incident investigations, developing hazard control programs, and developing and publishing written safety and compliance programs
- In-depth knowledge of OSHA regulations (Federal and applicable State programs), enforcement directives and ANSI/NFPA/ACGIH/NIOSH consensus standards
- Excellent verbal and written communications skills
- Excellent analytical and project management skills
- Alignment with the principles of servant leadership as developed through the Lead Like Jesus program
- Excellent relationship-building skills
- An understanding of and ability to lead a diverse work force encompassing a broad range of skillsets and ages, volunteers, and indigenous staff in developing countries
- Ability to inspire and win respect and confidence
- Ability to work with a team toward common goals, and overcome diverse obstacles
- Ability to organize personal workload and maintain a well-functioning office
- Ability to work through complex issues and employ reasoning skills to solve problems
- Ability and willingness to travel within the US and internationally
- An intuitive sense of timing and appropriateness in relation to projects
- Ability and willingness to work flexible hours including nights and weekends when necessary
- A self-starter who problem solves and follows through without prodding but knows when and how to ask for assistance and counsel
- A level of impeccable integrity and stewardship that demonstrates to those who invest in Water Mission a sense of security and trust that their gifts are well used and invested
- Ability to thrive in a highly fluid environment that can be very unstructured in times of emergency

Competencies:

Results Orientation

- Sets stretch goals
- Strives to achieve goals
- Develops standards against which to measure behavior and performance

Managing Performance

- Takes action without being asked or required to do so
- Operates well in situations when the consequences of decisions and actions are unclear

Decisiveness

- Makes decisions in a timely manner when the options and consequences are clear
- Takes charge of a group when it is necessary to facilitate either action or a decision

Building Teamwork

- Establishes direction for projects and assignments for team members
- Helps remove organizational barriers and identifies resources to assist the team

Motivating Others

- Promptly recognizes and tackles morale problems
- Uses a variety of approaches to energize and inspire others

Initiative

- Takes action without being asked or required to do so
- Initiates individual or group projects and takes complete responsibility for their success

Influence

- Develops and presents persuasive arguments to address the concerns, wants, and needs of others
- Elicits and responds effectively to objections
- Identifies key decision makers and the people who influence them
- Anticipates the reactions and objections and plans how to overcome them

Flexibility

- Promptly switches strategies or tactics if the current ones aren't working
- Operates well in situations when the consequences of decisions and actions are unclear

Relationship Building

- Develops rapport easily with a variety of people
- Modifies communication style to fit the personality and culture of others

Decision Quality

- Bases decisions on an analysis of short-range consequences or implications of options, including people's reaction and potential problems
- Gathers sufficient information to identify gaps and variances before making a decision
- Foresees the long-range consequences or implications of different options



Developing Others

- Provides accurate feedback on individual strengths and weaknesses
- Helps others examine the barriers to their growth and development

Change Management

- Accurately identifies and assesses the current situation, including cultural elements supportive and resistant to change
- Provides resources, removes barriers, and acts as an advocate for those initiating change

Establishing Focus

- Helps others understand how their work relates to the business's goals
- Ensures that resources, time, and attention are allocated in proportion to business priorities

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