

## Haiti 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 our Latin America and Caribbean Country Director, the Haiti Country Director is responsible for carrying out the mission of Water Mission in Haiti – 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 made up of local Haitians and other international staff working in various functional groups including human resources, accounting, operations, project management, safety, quality, ministry, and administration. By applying sound management and engineering expertise, this role will ensure Haitian projects are completed successfully according to Water Mission standards.

This role will require establishing full-time residence in Port-au-Prince, Haiti for a minimum of three (3) years. The office compound includes a small, private apartment and several guest quarters for occasional visitors. Addition short-term travel to Charleston, SC, USA (Water Mission's Headquarters) and other regional programs will be required in this role.

### 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 full-time and part-time staff in three offices based in Port-Au-Prince, Les Cayes, and Cap Haitian
- Communicate clearly and effectively to staff in Haiti and leadership at Water Mission headquarters
- 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 Haiti 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 Haiti 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, Construction Science, Engineering, International Development, or Business
- At least 6+ months experience living in a developing country, Latin America or Caribbean preferred
- 10+ years in a leadership or management position with experience training, mentoring, and developing new leaders
- Must be fluent in English; French or Haitian Creole strongly preferred
- 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
- 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:**

- Teamwork
- Integrity and truth
- Stress Management
- Influence
- Relationship Building
- Developing Others