



## POSITION ANNOUNCEMENT

Position: **Country Director**  
Category: **Full-time position**  
Location: **Dhaka, Bangladesh**

### **ABOUT WATER.ORG**

660 million people – about one in ten – lack access to safe water; 2.4 billion lack access to a toilet. At Water.org, we are dedicated to changing this. Join us.

At Water.org we envision the day when everyone in the world can take a safe drink of water and experience the dignity of a toilet. For more than 20 years, we have been at the forefront of developing and delivering solutions to the water crisis. Founded by Gary White and Matt Damon, Water.org pioneers innovative, community-driven, and market-based solutions to ensure all people have access to safe water and sanitation; giving women hope, children health, and communities a future. To date, Water.org has positively transformed millions of lives in Africa, Asia, Latin America and the Caribbean by providing access to safe water and sanitation. Learn more at [www.Water.org](http://www.Water.org).

### **POSITION SUMMARY**

The Country Director is a management position that is directly accountable for leadership of the country office operations, human resources management, and program expansion in the assigned country. S/he is additionally responsible for participating as a key contributor to global advocacy efforts, development of a country-level strategy, and oversight of the successful implementation of programs and partnerships in the assigned country.

### **KEY ACCOUNTABILITIES AND RESPONSIBILITIES**

#### INTERNATIONAL OFFICE MANAGEMENT

Manage the office operations and compliance with local legal requirements assigned country office. Develop annual office budget, approve expenditures, and monitor actual expenditures against budget to ensure appropriate spending is maintained. Manage human resources within assigned region, including recruitment, staff compensation, performance management, and professional development. Establish and maintain an empowering, productive, and collaborative environment for country office staff by providing clear performance goals, offering regular, specific feedback on job performance, organizing team meetings and retreats, and working with individual team members to set and achieve professional development goals.

#### NEW MARKET EXPLORATION

Develop programmatic strategy, facilitate research and development of new financial products, and explore partnership opportunities for increasing access to water supply and sanitation (WSS) services for people at the base of the pyramid (BOP) in Bangladesh. Identify opportunities for creation of new markets for WSS finance and services in Bangladesh, determine key research priorities, set research goals, and develop Terms of Reference (TORs) for each research project.

### PIPELINE DEVELOPMENT

Cultivate potential future partnership opportunities for Water.org's programs and service offerings. Network with sector stakeholders at the country level to introduce Water.org and program opportunities and identify potential new partners. Collect and maintain current information about and contacts for potential partners.

### GLOBAL ADVOCACY

Support organizational objectives to drive large-scale adoption of household-level WSS finance for the poor, catalyze awareness of and investments in universal water and sanitation access, create an enabling environment for WSS finance, and support the sector to address systemic and structural challenges.

### OTHER ACTIVITIES

- Donor Support – Provide support in managing donor relationships and progress reports to donors.
- Global Learning – Support organizational objectives to improve Water.org's ability to execute, expand, and apply its program models to new geographies; learn from partnerships in order to improve partner performance; encourage other practitioner organizations to apply WaterCredit principles; serve as a resource base for practitioners; and enable Water.org to further position itself as the leader in Water Supply and Sanitation (WSS) finance and services sector.
- Marketing, Communications and Brand Partnerships – Provide support for marketing, communications and brand partnerships.
- Program Design and Implementation – Provide support for the design and implementation of Water.org programmatic models and approaches.
- Program Monitoring and Evaluation – Support monitoring and evaluation objectives to ensure standard M&E practices across operations. Identify potential gaps between current and anticipated program or operational activities, identify data and research needs to build evidence-base and inform current and future strategy and program design, and promote and encourage staff engagement with M&E practices.

### **CORE COMPETANCIES**

- **Organization Building:** Ability to build a strong team and develop internal processes to support rapid growth in assigned country. Ability and willingness to act as legal and public representative for the organization and maintain compliance with local legal obligations on behalf of Water.org.
- **Individual Proficiency:** Exceptional organizational skills, attention to detail, resourcefulness, and ability to multi-task and adjust to changing priorities. Critical thinker who effectively uses creativity, good judgment, initiative, attention to detail, and professionalism in daily work.
- **Team Building:** Demonstrated ability to lead and manage a dedicated local team while creating an office environment that engenders mutual respect, inspires creativity and promotes innovation and a proactive approach. Capacity to work with Water.org staff in the U.S. and other international offices constructively. Ability to effectively manage a team with limited direct supervision.
- **Sectoral Knowledge:** Sound and up-to-date knowledge of concepts, methodologies and techniques including demonstrated expertise within the areas of financial services for the poor and/or economic development. Clear understanding of issues related to gender and inequality in development and demonstrated commitment to promoting gender equality and pro-poor strategies within the organization and in program work. Innovative mind-set oriented toward constructive problem-solving, proactive strategic development and thought leadership. Familiarity with capacity building and technical assistance programs in the finance sector.

- **Networking:** Possesses strong contacts within local financial institutions (e.g. microfinance institutions, commercial banks, mobile network operators, cooperatives, etc.), relevant local governmental institutions, the local WSS and development sectors, and other relevant stakeholders. Demonstrated ability to identify new opportunities, establish cross-sector partnerships and design programs that are creative and leverage different stakeholders' capacities.
- **Communication:** Proficient in the use of effective communication techniques, particularly across a variety of constituencies and stakeholder groups. Skilled at cross-cultural communication and collaboration. Ability to communicate fluently and effectively in English, with expertise in local language(s). Advanced knowledge of computer applications and ability to integrate technology into office and program activities.

## **QUALIFICATIONS**

- Master's degree or PhD in a related field required. Additional relevant certifications, trainings and coursework also considered and preferred.
- At least fifteen years professional work experience, and at least ten years of relevant experience within the finance or economic development sectors. Prior experience in the WSS sector a plus.
- At least five years in an executive or senior management position.
- Experience managing and expanding successful projects and programs in Bangladesh required. International professional experience highly desired.
- Demonstrated proficiency in facilitation and capacity building to ensure collaboration and linkages between staff, donors, partners and stakeholders.
- Ability to travel 10-25% of time.
- Language proficiency in English and Bangla required.
- Must have local citizenship.

## **SALARY AND BENEFITS**

This full-time position offers a competitive salary commensurate with experience. Benefits include annual leave, recognized government public holidays, health coverage, life insurance, Provident Fund, gratuity, and festival bonus.