

## **POSITION ANNOUNCEMENT**

**Position:** Country Director, Philippines

**Location:** Manila, Philippines

**Reports to:** Senior Manager, Southeast Asia

### **Introduction**

Water.org, a U.S.-based non-governmental organization working to increase access to water, sanitation and hygiene (WASH), seeks an experienced, innovative Country Director to lead its growing portfolio of programs in the Philippines.

Water.org has been in operation since 1990, implementing sustainable and scalable water and sanitation programs in conjunction with local NGOs and financial institutions. Water.org has pioneered its WaterCredit initiative over the last several years, which works by building the capacity of carefully selected local financial institutions to offer affordable financing for water and sanitation facilities. WaterCredit programs support financial institutions through a combination of financial assistance and technical support.

Since 2003, Water.org has implemented WaterCredit programs with 48 partner financial institutions, facilitating 360,000 water and sanitation loans worth over \$70 million. Water.org is in the process of launching programs in the Philippines and seeks to build partnerships with a broad range of financial institutions (microfinance institutions, commercial banks, rural banks, and cooperatives).

Water.org began preparing to launch programs in the Philippines in 2013 and launched its first partnerships in 2014. Water.org will open an office in Manila to oversee significant expansion of programs.

### **Position Summary**

The Country Director will be responsible for overseeing Water.org programs and staff in Philippines and for ensuring that all work is implemented in accordance with established policies and procedures of Water.org.

The Country Director will be responsible for recruiting, training and supervising a high-performance team to manage programs and local country office operations in collaboration with Water.org's Head Office in the United States. This position will act as Water.org's legal and public representative in the Philippines, ensuring the organization maintains a stellar reputation and presence in the country. Travel to all districts where Water.org works will be required. The position will report directly to the Senior Manager, Southeast Asia currently based in Jakarta.

### **Core Responsibilities**

#### *Representation*

- Enhance Water.org's presence in the WASH sector, microfinance sector and broadly in the development arena.
- Network with relevant government and other public sector leaders to advance solutions to the WASH crisis and identify the roles in which Water.org can lead.
- Liaise with relevant organizations in the public and private sectors to better engage these institutions as stakeholders in addressing the WASH crisis.
- Promote and represent Water.org in communications, marketing and other media activities, events and outlets.
- Represent Water.org to donors and ensure that donor visits are well planned and executed.

- Keep abreast of local and international microfinance, product development and water and sanitation issues, and serve as a knowledge base for Water.org.

#### *Operational Leadership*

- In conjunction with our US-based team, develop and implement annual work plans, including objectives, timelines and resource requirements.
- Assist in developing and managing annual country operating budget.
- Ensure that Water.org is informed of, and remains in compliance with, all applicable Philippines government laws and annual reporting requirements.
- Oversee annual financial audits conducted by local auditors.
- Supervise Philippines staff including programmatic and administrative teams.
- Oversee relationships with local service providers.

#### *Programmatic Leadership*

- Ensure strong implementation of partner programs including delivery of capacity building and funding for market research, loan product design, product piloting, product marketing and other areas as necessary.
- Identify and vet potential collaborating financial institutions, including banks, microfinance institutions and cooperatives, and appropriate water and sanitation financial products and technologies.
- Contribute to ongoing development of national level strategy to address how Water.org and its partners can tap into available sources of local and regional financial capital for investment in additional WASH solutions and/or partners.
- Landscape and identify additional stakeholders for potential collaboration including product manufacturers, utilities, community based organizations, government agencies and NGOs as directed.
- Ensure regular reporting is submitted to Water.org staff and/or funders as directed.
- Oversee national level forums bringing together stakeholders from the water and sanitation and finance sectors.
- Work with local and international team members and partners to refine and improve monitoring and evaluation activities, metrics and best practices.
- Contribute to new donor proposals.

### **Expected Competencies, Education and Experience**

#### *Core Competencies*

- Sound and up-to-date knowledge of concepts, methodologies and techniques including demonstrated expertise in at least one of the finance, water/sanitation and/or economic development sectors.
- Familiarity with capacity building or technical assistance programs in the finance and/or water and sanitation sectors.
- Strong contacts within Filipino financial institutions.
- Demonstrated ability to identify new opportunities and establish cross-sector partnerships and design programs that are creative and leverage different stakeholders' capacities.
- Ability to communicate fluently in English and Tagalog.
- Advanced knowledge of computer applications and ability to integrate technology into office and program activities.
- Ability and willingness to act as public representative for the organization.
- Innovative mind-set oriented toward constructive problem-solving, proactive strategic development and thought leadership.

- Understanding of issues related to gender and inequality in development and demonstrable commitment to promoting gender equity and pro-poor strategies within the organization and in program work.
- Ability to lead and manage 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 U.S. and other foreign offices constructively.
- Exceptional organizational skills, attention to detail, resourcefulness, and ability to multi-task and adjust to changing priorities.

#### *Education/Experience*

- Master's degree required.
- Additional certifications, trainings and coursework also considered and preferred.
- At least fifteen years professional work experience required.
- At least ten years of relevant experience within the finance, water/sanitation or economic development sectors required, with at least five years in an executive or senior management position.
- International professional experience highly desired.
- Ability to travel 10-25% of time.
- Must have Philippines citizenship or work permit.

#### **Salary/Benefits**

This full-time position offers a competitive salary commensurate with experience. Benefits include annual leave, recognized government public holidays, health insurance, and pension contributions.

#### **Application Information**

Interested candidates may submit a copy of their CV and a cover letter at <http://water.org/careers/applynow>. Applications will be reviewed as they are received. Please do not attempt to contact Water.org about the status of your application.

Water.org is an equal opportunity employer. We do not discriminate on the basis of age, ethnicity, gender, nationality, religious belief or sexual orientation.

**For more information on Water.org, please visit [www.water.org](http://www.water.org).**