



POSITION ANNOUNCEMENT

Position: South Asia Regional Director
Location: India
Reports to: Director of International Programs

Introduction

Water.org, a non-governmental organization working to solve the global water and sanitation (WSH) crisis, seeks an experienced, innovative Regional Director to lead its professional South Asia team in India. Our organization has implemented effective, sustainable, and scalable water and sanitation programs in the region since 2003 in conjunction with a network of local partner organizations in India and Bangladesh. Water.org has pioneered its WaterCredit initiative over the last several years, which enables clients of microfinance institutions (MFIs) to improve the access, quantity, and quality of their families' water and sanitation services. The Regional Director will be expected to lead a significant expansion of WaterCredit throughout India while continuing to manage several other ongoing and planned non-WaterCredit programs. The Regional Director will also act as Water.org's leading representative in the region and oversee the operation of our India liaison office.

Core Responsibilities

The Regional Director's anticipated main areas of responsibility include:

Executive Leadership

- Enhance Water.org's presence at a regional level in the WSH sector, microfinance sector, and broadly in the development arena.
- Network with relevant government and other public sector leaders to advance solutions to the WSH crisis and identify the roles in which Water.org can lead.
- Develop, execute, and lead a strategy to address how Water.org and its partners can tap into available sources of local and regional financial capital to strengthen our capacity and invest in additional WSH solutions and/or partners.
- Liaise with relevant organizations in the private sector to better engage these institutions as stakeholders in addressing the WSH crisis.
- Promote and represent Water.org in regional communications, marketing, and other media activities, events, and outlets.

Operational Leadership

- Supervise a strong professional local team including WSH and microfinance experts (currently seven employees) at our local office.
- Develop and implement annual workplans for the regional team, including objectives, timelines, and resource requirements.
- Monitor achievement of annual workplans and adjust strategies as necessary to ensure overall goals are achieved.
- Develop and manage annual operating budget for the liaison office.
- Ensure that Water.org's international and local teams are informed of, and remain in compliance with, all applicable Indian government laws and annual reporting requirements.
- Oversee annual financial audits conducted by local auditors of liaison office finances and activities.

Programmatic Leadership

- Oversee implementation of Water.org's regional water and sanitation programs, particularly the expansion of its signature WaterCredit Initiative in India.
- Work with local and international team members and our partners to continue to refine and improve monitoring and evaluation activities, metrics, and best practices.
- Assist in expansion of Water.org's partners and programs in the region as additional resources become available.
- Frame ongoing and new efforts to generate practical learning resources experience-based resources for others in the WSH, microfinance, and development sectors to apply in their respective disciplines.
- Lead regional explorations into new innovations where Water.org can make a significant impact on the WSH crisis.

Expected Competencies, Education, and Experience

Water.org expects candidates to have the following core competencies, education, and experience.

Core Competencies

- Background in socio-economic development, economics/finance, business/non-profit administration, and/or water/sanitation.
- Ability to communicate fluently in English (for local and international audiences) and other relevant local languages.
- Excellent written communication skills.
- Deep financial expertise, including international and domestic investments and financial statement management and reconciliation.
- Solid project management and other technical skills.

- Advanced knowledge of computer applications and packages and ability to integrate technology into office and program activities.
- Ability and willingness to act as public representative for the organization, including diplomatic communication skills.
- Innovative mind-set oriented toward constructive problem-solving, proactive strategic development and thought leadership.
- Ability to delegate responsibility effectively while holding team members (including oneself) accountable.
- Ability to lead and manage dedicated local team while creating an office environment that engenders mutual respect, rewards performance, inspires creativity, and promotes innovation and a proactive approach at all levels.
- Capacity to work with Water.org staff in U.S. and other foreign offices constructively, including direct supervision from a U.S.-based team member.

Education/Experience

- Advanced degree (Master's degree or higher) required.
- Additional certifications/trainings/coursework also considered and preferred.
- At least fifteen years professional work experience required.
- At least ten years of relevant experience with development, water/sanitation, finance, microfinance, non-profit organizations, or private/public -sector experience required.
- At least five years of relevant experience in executive leadership positions.
- Regional experience highly desired.
- Must have legal Indian citizenship or work status.

Salary/Benefits

This permanent, full-time position offers a competitive salary commiserate with experience. Benefits include annual and casual leave, recognized state public holidays, medical and maternity leave, Provident Fund contributions, and reimbursements for mobile/data usage.

Application Information

Interested candidates may send a copy of their CV and a cover letter indicating their interest in the position to positions@water.org, noting "South Asia Regional Director" as the title/subject of your message. 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 and www.watercredit.org.