



Position Title: Water & Energy Director – West Africa

Location: Monrovia or Freetown

Company Profile

World Hope International (WHI) is a Christian non-profit operating in 20+ countries including affiliate fund raising entities in Australia, Canada and the US. Our expertise is in Global Health, Social Protection, Water and Energy, and Social Ventures serving approximately 1 million persons per annum regardless of ethnicity, gender, race and religion.

For 25 years World Hope International has pursued a vision of a just, safe and equitable world. Our history demonstrates that effective and practical solutions exist to complex problems. When marginalized communities experience opportunity and dignity supported by innovative partnerships with governments, private sector and resource partners, transformative change happens.

Job Profile

For a decade, WHI has a lead in water and energy engineering programs in Liberia and Sierra Leone including both market-driven social enterprises and community led approaches. The Water & Energy Program Director – West Africa will advance this strategic position in planning, designing, implementing and evaluating innovative engineering solutions. WHI plans a strategic shift from relatively small stand-alone solutions to larger integrated water, energy, sanitation and habitat solutions with more robust revenue models and management structures. This includes a focus on solutions for health facilities, schools and urban slum communities.

The W&E Program Director - West Africa will bring a background in engineering (preferably electrical), experience in project design and management, and the ability to lead a diverse team within a challenging context. This requires excellent analytical skills, sound engineering principles, relentless creativity with tough problems, sound financial management and a servant leadership style. The position can be based in either Freetown or Monrovia with regular travel between these locations.

The W&E Program Director - West Africa will contribute technical skills to global programs as needed including WASH responses in humanitarian emergencies.

Key Deliverables

Partnerships & Revenues: Build effective government, private sector, social sector, academic and donor partnerships.

- # of active MoU's in place with academic, government and private sector partners



- % YoY increase in grant and institutional funding
- Evidence of leadership roles in technical and / or funding consortium

Innovation & Impact: Enable evidence-based impact through innovative programs.

- # and value of innovative initiatives funded and launched.
- % YoY increase in the number of persons or families impacted by programs.
- Evidence of a-typical technical and financial innovations enabling resilient field solutions.

People & Culture: Lead a diverse, creative and productive country team of professionals.

- Recruit, develop and retain servant leadership and innovation in local engineering talent
- Staff diversity indicators relevant to the country context.
- # of security and safeguarding incidents managed annually.

Compliance & Ethics: Ensure high standards of professional ethics and disciplined compliance.

- Quality audit performance – Local Statutory Audits, WHI Audits, Donor Audits
- Evidence of gender equity and social protection mainstreaming in program evaluations.
- Evidence of compliance with government regulations and professional standards.

Stewardship & Accountability: Manage transparently the stewardship of resources.

- % of national office costs covered by grant and institutional funding as direct costs.
- Evidence of proactive and disciplined cash flow management relevant to the country program.
- Consistent and timely project reporting and management of DM&E data systems.

Success Factors

Successful WHI staff are highly self-motivated, thrive in changing and challenging environments, demonstrate passion for ever-improving outcomes and are comfortable innovating with new technologies. The W&E Program Director - West Africa will have excellent business development skills and experience in maintaining partner relationships. S/he will effectively lead diverse teams, mentor leaders and hold all staff to high levels of professional accountability. S/he will make clear, honest and effective written and verbal communication a priority in all situations. A background in electrical engineering and proficiency in IoT design is preferred along with experience in market-based approaches.

Accountability

The W&E Program Director - West Africa reports to the respective Country Directors; works within standards set by the COO, CFO, CLO and Technical Directors and collaborates extensively with grant writers, fundraising and M&E roles.



The W&E Program Director - West Africa is accountability to local authorities and statutory guidelines, standards guiding international humanitarian work and effective safe-guarding protocols; while actively engaging beneficiary communities as equal partners in the design, monitoring and evaluation of projects.

Qualifications

- Master's degree or equivalent experience in an engineering related field.
- Experience with market-based approaches is preferred.
- At least 7 years of progressive management experience in engineering project management.
- Evidence of entrepreneurial initiatives and competence in deploying new technologies.
- Experience West Africa is preferred.
- Fluent budget and financial management skills.
- Willingness to serve a five-year commitment to the role.

Equal Opportunity Employer

WHI actively seeks out diverse backgrounds, perspectives, and skills. WHI is committed to an environment of respect and psychological safety where equal employment opportunities are available to all.

Compensation

- One-year fixed term contract subject to renewal.
- Salary range of USD 45,000 – 70,000 based on experience and compensation history.
- International health insurance for the employee and dependents.
- Travel to posting and annual home leave for employee and dependents.
- All necessary visa and work permit required for the role.
- Dependent education allowance.
- Funded opportunities for continuing education.