



## Country Director

El Salvador

### JOB DESCRIPTION

Cova (formerly EOS International) is a nonprofit social enterprise that empowers rural communities in Central America with access to safe drinking water and opportunities to generate income. Through Cova's technology implementation, education, and monitoring, our team can ensure that communities have safe drinking water continually, allowing children to stay in school, parents to continue working, and communities to thrive. Cova's market-based model provides safe drinking water to over 1.3 MM people in 2,200 rural communities throughout Central America.

Cova is entering an exciting phase of growth, expanding its successful Circuit Rider model into El Salvador. Currently Cova has a team of over three dozen Hondurans and Nicaraguans, and we are looking for a country-level director to build a local team in El Salvador. Cova has been operating for over a decade across the region and has extensive experience in the water quality sector, specifically working with rural community water boards, the health department, and other public, private, and civil sector organizations to implement successful strategies to improve drinking water conditions.

We are looking for an eager, motivated, and passionate entrepreneur and leader, determined to approach new challenges and be able to manage a diverse set of objectives from setting up a legal structure, to hiring staff, to implementing program activities, to networking with government agencies including: MINSAL, ANDA, ASA, and Promotores de Salud, and ultimately increase access to safe drinking water among rural communities at scale. Cova has the resources and leadership in the neighboring countries with the ability to provide training for new staff.

For more information on Cova International: <https://covaagua.org>

### RESPONSIBILITIES

#### *Strategy Implementation*

- Implement Cova's strategic plan in close collaboration with the Honduran, Nicaraguan, and Global teams.
- Provide leadership in the development and implementation of programs and operations in El Salvador in line with Cova's strategic priorities and in collaboration with the Honduran, Nicaraguan, and Global teams.
- Scale Circuit Rider post-construction support/water quality monitoring model leveraging community-led and institutional support to create long-term impact.

#### *Operations and Administration*

- Hire and manage a team consisting of Circuit Rider water technicians and support staff to meet the goals of the organization. Build country-level staff structure in line with organizational budget and strategies, and ensure a motivated, productive, and appropriately managed team.
- Ensure staff roles and responsibilities are clear and coordinated. Ensure capacity is built for all staff in line with both Cova and their own professional goals. Establish opportunities for staff development and growth.
- Serve as overall risk manager for in-country operations, anticipating and responding to potential threats to program implementation and financial viability.
- Ensure that all administrative and operational procedures and protocols are being followed, resources are utilized in a transparent and accountable manner, and that all operations are in adherence with national legislation and policy.

#### *Program Management*

- Ensure programmatic excellence; establish short- and long-range goals and objectives in close collaboration with the CEO and determine future resource requirements to meet these goals.
- Plan the delivery of all program activities in accordance with the mission and strategic plan of Cova.
- Actively collaborate to problem solve immediate challenges in program implementation.
- Cultivate partnerships with in-country partners and various levels of government offices and ministries.



### ***Business Development***

- Leverage catalytic capital to increase impact with working capital, debt, impact bonds, or other financial tools to scale the operations.
- Lead the optimization of business services that Cova offers through a potential subscription model, or through optimizing monthly community visits.
- Identify major funding opportunities for program expansion within Central America
- Coordinate grant proposal needs and reporting and contribute to grant proposals and reporting with global team as needed.

### ***Financial Management***

- Provide timely and effective oversight of in-country finances and program budgets, including identification and implementation of required changes to match funding levels.
- Oversee the development of the country-level annual budget and quarterly forecasts.
- Ensure adequate internal control mechanisms are in place, and review accuracy of accounts and transactions. Ensure conformity with applicable labor and tax laws.

### ***Representation***

- Represent El Salvador team as primary point of contact with Global team, ensuring timely communication and strategic alignment between offices.
- Build strong networks in El Salvador and across Central America; develop and maintain effective working relationships with MINSAL, ANDA, ASA, and Promotores de Salud, relevant organizations, and networks.

### **QUALIFICATIONS**

- Entrepreneurial spirit, who can take a project and run.
- Experience in the NGO sector, experience in WASH preferred.
- Minimum of 10 years of management experience, managing a team in El Salvador/Latin America.
- Is native or has long-term experience living or working in El Salvador.
- Strong financial management skills and experience creating and overseeing budgets.
- Attention to detail and excellent written and spoken Spanish.

### **TO APPLY:**

To apply, please email your resume/cover letter to [Megan@CovaAgua.org](mailto:Megan@CovaAgua.org) with 'El Salvador Country Director' in the subject line. Applications will be reviewed as soon as they are received with the start date as soon as possible.