

## Program Director

### Job Description

Cova is a social enterprise building a healthier Central America through community-centered safe water solutions. Through Cova's proven Circuit Rider model, our team provides post-construction support to rural communities to deliver long-term sustainable improvement to water systems across El Salvador, Honduras, and Nicaragua. Cova's work currently provides safe drinking water solutions to 1.6 million people across 2,500 rural communities.

Cova seeks an experienced and visionary **Program Director** to provide strategic leadership and oversight of our global programs and key initiatives. This senior leadership role will manage programs and projects across countries, lead the global program team, and foster cross-country collaboration to ensure programmatic excellence and innovation. The Program Director will work closely with the CEO, Country Directors, and other senior leaders to deliver measurable impact, strengthen partnerships, and advance Cova's thought leadership in the region.

We are seeking a collaborative, bilingual (English/Spanish), motivated, and highly organized individual with a proven ability to lead complex, multi-country programs and drive strategic initiatives. The ideal candidate brings strong interpersonal and leadership skills, expertise in program design and monitoring, and a passion for advancing community-driven development in Central America.

### Key Responsibilities

#### Strategic Leadership (30%)

- Lead implementation of Cova's strategic plan across all country programs, ensuring alignment with organizational priorities and donor commitments.
- Collaborate with the CEO and Country Directors to set regional goals, operational strategies, and performance targets.
- Identify and develop opportunities to expand Cova's impact through strategic partnerships, innovative models, and regional initiatives.
- Guide regional and country-level planning processes, fostering cross-country learning and knowledge-sharing.
- Contribute to Cova's thought leadership by representing the organization in regional networks, conferences, and publications

#### Program Oversight & Management (30%)

- Collaborate to support Country Directors in the effective implementation of programs, ensuring quality, timeliness, and accountability.
- Promote best practices in program design, monitoring, evaluation, and learning (MEL), and ensure data-driven decision-making.
- Facilitate cross-country collaboration and strengthen regional coherence in programmatic approaches.
- Monitor progress toward programmatic goals and support Country Directors in resolving challenges and seizing opportunities.
- Ensure programs comply with internal policies, donor requirements, and relevant laws/regulations.
- Adopt an agile, entrepreneurial approach to program design, adapting strategies as needed to maximize impact.

#### Partnership Development & Representation (20%)

- Build and maintain strong relationships with government agencies, institutional partners, donors, and peer organizations across the region.

- Serve as a key spokesperson and advocate for Cova's mission and impact within regional and international forums.
- Collaborate with the Partnerships and Fundraising teams to support fundraising efforts, including program design, proposal development, and donor reporting

#### **Operational & Financial Management (10%)**

- Support Country Directors in effective financial management, including budget planning, monitoring, and reporting.
- Work with operations and finance teams to strengthen systems and ensure sound internal controls at all levels.
- Foster a culture of accountability, collaboration, and continuous improvement among regional and country teams

#### **Staff Development & Management (10%)**

- Oversee global program team members to support program management and implementation.
- Build leadership capacity within the regional and country teams to strengthen local ownership and sustainability.
- Champion an inclusive, equitable, and positive organizational culture across all office

#### **Desired Skills and Abilities**

- **Graduate degree** in a relevant field such as Engineering, Environmental or Public Health (with water/sanitation focus), Environmental Science, or International Development.
- **Technical background in drinking water quality** — including water treatment processes, water safety planning, water quality testing, or rural water infrastructure.
- **7-10+ years of senior-level leadership experience** managing or implementing programs related to safe water access in low-resource or rural contexts, preferably in Central America or similar settings.
- Demonstrated experience managing diverse, cross-cultural teams and supervising senior staff.
- Proven ability to develop and execute strategies that deliver measurable impact and strengthen organizational capacity.
- Strong understanding of program design, MEL systems, and donor-funded project management.
- **Professional fluency in Spanish and English**, spoken and written, required.
- Excellent presentation, communication, and facilitation skills.
- Strong financial management skills and budget oversight.
- **Knowledge of the Central American context** and ability to travel throughout the region as needed.

#### **Compensation & Benefits**

- Salary range: \$80,000 - \$100,000 (remote-Minnesota-based, cost of living adjusted for other locations).
- Flexible work environment.
- 4.5% matching 401k.
- Healthcare stipend.
- Unlimited vacation.

Location: The position is fully remote with regional Central American travel.

**To Apply:** Please email your resume and a cover letter explaining your relevant experience and why you would like to join the Cova team to [Careers@CovaAgua.org](mailto:Careers@CovaAgua.org) with Program Director in the subject line by Wednesday, August 6, 2025. Applications will be reviewed on a rolling basis until the position is filled.