



Role: Country Director, Nicaragua

Location: Charleston, SC, USA

Reports to: Regional Director, Central America

OneWorld Health exists to provide quality, affordable healthcare to under-resourced communities with a vision to empower communities to achieve long-term improvements in health and quality of life so that they can not only get by, but thrive. Through the establishment of operationally sustainable medical facilities, the empowerment of local staff and communities, and a unique culturally attuned, people-centered model of providing healthcare, we are committed to be in and with each community for the long haul. Simply put, we provide care that endures.

Along with our Nicaraguan affiliate organization, Fundación Cristiana Iniciativa Médica Palmetto, we're looking for an excellent Nicaraguan candidate to help lead our organization into 2022 and beyond. The role of Country Director works in coordination with OWH's Regional Director for Central America in order to lay the organizational foundation, vision and strategy for OneWorld Health in Nicaragua, while working to continually improve and expand our operations and impact for the communities we serve.

This is an exciting opportunity to be a part of an organization that is rapidly growing and redefining sustainable, quality, affordable health care throughout Central America. If you have the experience and talents that we're looking for and are passionate about making a long-term difference in the health of Nicaraguan communities, we'd love to hear more about you.

Educational Requirements

- 4-year Bachelor's Degree (or equivalent) in health, business or management-related field
- Master's Degree in health-care, business, or management-related field preferred
- Excellent written and oral communication skills in English and Spanish
- Strong technical competency in MS Office Suite, familiarity with Google Suite preferred

Required Professional Experience:

- Proven ability to build staff capacity and empower others to achieve
- Proven project & staff management experience in Nicaragua
- Proven financial management, analysis and budgeting competencies
- Strong organizational policy and process improvement skills
- Demonstrated personal qualities of adaptability & resourcefulness
- Ability to work cross-culturally and display cultural sensitivity

Job Responsibilities:



Organization & Culture (5%)

Ensure OWH's faith-inspired mission, vision and values are placed at the core of all strategy, operations and partnerships, as well as being clearly demonstrated in workplace culture and service to the public.

Strategic Planning & Improvement (15%)

The Country Director will work closely with OWH's Regional Director for Central America to:

- Develop strategic vision and operational implementation plans for OWH's projects in Nicaragua.
- Manage and strengthen existing metric-based reporting & evaluation procedures.
- Identify gaps, design and test innovative solutions, and evaluate progress to further OWH's mission.

Project Management (20%)

Working with Program Director and Management-level staff, the Country Director will:

- Analyze, improve, & implement effective business processes across project sites.
- Improve & maintain quality measures in OWH medical centers
- Select & oversee architecture/construction contractors for on-time & on-budget project completion.
- In coordination with local directors, establish and include organizational and operational needs in an annual operational plan.

Project & Partnership Development (20%)

- Identify and assess potential project locations and surrounding areas.
- Work alongside the Regional Director: Central America to develop long-term goals and strategies for growth.
- Create and manage relationships, partnerships and collaborations with other NGOs, government agencies, and local partners.
- In coordination with the Central America Volunteer Director and Medical Director, develop plans towards effective volunteer involvement in Nicaragua.

Financial (20%)

The Country Director will work closely with the Regional CFO and Nicaragua Accounting team to:

- Provide standard weekly, monthly, and quarterly reporting for HQ
- Ensure compliance in annual financial reporting to tax and government authorities
- Ensure annual financial audit is completed and reported to HQ



- Work with program staff and Regional Director to develop an annual budget

HR Development & Oversight (10%)

The Country Director will work closely with the HR/Operations Director to:

- Develop and implement an HR search process to hire excellent candidates for leadership and support
- Manage HR program toward effective staff leadership, clinic management and medical/service quality
- Develop staff talent towards greater effectiveness in achieving OWH's mission, vision and values.

Legal (5%)

- Oversee the establishment of OneWorld Health as a legal international NGO in Nicaragua.
- Provide regular documented updates to FCIMP Board of Directors
- Working with Operations and Medical Directors, ensure compliance with relevant regulations related to clinic/project operations and quality controls.

Communication & Representation (5%)

The Country Director will work closely with the OWH Regional Director for Central America to:

- Collect and create accurate and compelling content for publication by the OWH US office.
- Ensure that traditional and social media publicity/communication is consistent with overall OWH branding, mission, vision and values.

Benefits:

- Competitive Salary, paid in USD with no direct fundraising requirements
- Access to OWH Regional vehicle for professional and limited personal use
- Education benefits for school-age children
- Private life and disability insurance policy
- Full legal benefits (INSS, Vacation, etc), employee discounts on OWH clinical services
- Option to trade up to 2 weeks of annual vacation for payment
- Saturdays free, except when necessary for special events

Interested candidates should email an ENGLISH LANGUAGE cover letter and updated CV to jobs@oneworldhealth.com