**POSITION ANNOUNCEMENT**

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| **Position title:** | Director, Technology Impact and Innovation |
| **Category:** | Full-time position |
| **Reports to:** | President |
| **Location:** | San Francisco, CA or Kansas City, MO |

**INTRODUCTION**

660 million people – about one in ten – lack access to safe water.  More than twice that many, 2.4 billion people, don't have access to a toilet.  These are the people Water.org serves.  We are a global non-profit based in Kansas City, Missouri working to ensure safe water and sanitation for all.  We go beyond traditional approaches to safe water and sanitation, focusing on addressing the underlying causes of this global crisis and innovating to deliver large-scale and sustainable change.  Co-founded by Gary White and Matt Damon in 2009, Water.org has impacted more than 3 million lives and transformed thousands of communities in Africa, South Asia, and Latin America. Learn more at http://water.org/

**About Technology at Water.org**
Technology will play a significant role in accelerating access to water and sanitation for those in need. GPS mapping, global access to cell phones, the growth of mobile payments and remittances, and the commitment to financial inclusion for those previously thought unbankable all create an environment around the world that can transform the way in which impact is achieved.  Social media, crowdfunding, and digital engagement all enable broad awareness-building, action-orientation, fundraising, and community connection previously unattainable.

**SUMMARY**

We seek a strategic, results-oriented leader who will define and lead our technology strategy. S/he will help deliver solutions that enhance our global impact, drive broad awareness, engagement and action, and enhance organizational effectiveness. This leader will create a roadmap for impact and build and lead a focused team to deliver upon these opportunities. Success in this role will demand strategic partnership and collaboration with other Water.org leaders. As a core member of the senior leadership team that drives the key strategic decisions for the organization, this individual will help shape our approach and priorities. This leader will enable Water.org to help solve an urgent global challenge and will contribute to solutions that transform millions of lives around the world.

**Key Responsibilities**
*Strategic Leadership*
- Provide vision that sets the tone and direction for the organization's use and application of technology and enhances organizational impact.
- Create, socialize, and implement a technology roadmap, in partnership with key Water.org programs and functional teams.
- Lead, build, and manage systems and technologies that humanize our programs for donors and engage them to take action.
- Explore and monitor trends, technologies, and social behaviors and their impact on achieving our mission. Act upon insights to further organizational objectives.
- Lead ideation and early partnering efforts with high potential technology companies and partners.
- Develop and facilitate trusted and effective relationships throughout the organization and externally.
- Partner with marketing and development teams to secure funds to catalyze our work.

*Technology Implementation and Optimization*

- Lead and manage the internal technology resources to enhance transparency, collaboration and coordination to support the attainment of organizational objectives.
- Develop and maintain Water.org and related sites; design and oversee technical execution of digital campaigns to support our fundraising, marketing, and advocacy initiatives.
- Define and harmonize program, project, and impact reporting in country through enhanced technology.
- Ensure alignment and effectiveness of internal systems; lead the adoption of technologies that improve the efficiency and effectiveness of the organization.
- Lead system administration function of day-to-day technology assets including enterprise systems, telephony and mobile.
- Develop and execute an information security plan that protects the confidentiality, integrity and availability of data and servers.

**COMPETENCIES**

- **Drives Results** – Consistently achieving results, even under tough circumstances.
- **Optimize Work Processes** – Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
- **Strategic Mindset** – Seeing ahead to future possibilities and translating them into breakthrough strategies.
- **Builds Effective Teams** – Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.
- **Drives Vision and Purpose** - Talks about future possibilities in a positive way. Creates milestones and symbols to rally support behind the vision. Articulates the vision in a way everyone can relate to. Creates organization-wide energy and optimism for the future. Shows personal commitment to the vision.
- **Communication** – Excellent communicator, both written and oral. Ability to be candid and forthright. Effective and insightful presentation skills, adept at conveying complex concepts and detailed analysis in strategic and compelling manner across audiences. Is effective in a variety of communication settings: one-on-one, small and large groups, or among diverse styles and position levels. Attentively listens to others. Adjusts to fit the audience and the message. Provides timely and helpful information to others across the organization. Encourages the open expression of diverse ideas and opinions.

**QUALIFICATIONS**

- CS or MIS degree from top tier Computer Science program/university
- Minimum 12 years leading a Technology team
- Demonstrated understanding of and experience with the full software development life cycle
- Strong strategic capabilities and business acumen, with demonstrated experience in efficiently achieving organizational goals using Technology
- Strong collaborative orientation – excellent relationship-building skills
- Demonstrated effectiveness in leading change within organizations
- Deep understanding of and experience in using data and metrics to guide business decisions
- Experience in making complex technical decisions with a solid framework for determining the tradeoffs between in-house and cloud solutions
- Solid understanding of security risks and familiarity with lists like OWASP Top 10
- Demonstrated success in building and developing technical teams
- Excellent leadership, presentation and communication skills
- Demonstrated success working in a growing, fast-paced entrepreneurial organization
- Self-starter, with a bias for action and results
- High ethical standards and commitment to Water.org values
- Strong desire to deploy technology to solve complex global challenges and drive social good
- Global orientation; experience delivering solutions in the developing world preferred

**SALARY/BENEFITS**

This position offers full-time benefits, including medical/dental insurance, life and disability insurance, retirement program and periodic review for incentive pay based on organizational and personal achievement. Salary will be based on education and experience, and will coincide with similar nonprofit organizations in international development.

**APPLICATION**

Please apply at http://water.org/about/careers/.

*Water.org is an equal opportunity employer. We do not discriminate on the basis of age, ethnicity, gender, nationality, religious belief or sexual orientation.*