

Title: Director of Regulatory Compliance, WaterCapital
Category: Full-time, Exempt
Reports to: Managing Director, WaterCapital
Location: Kansas City, MO
Effective: October 2016

Introduction

663 million people – about one in ten – lack access to safe water. 2.4 billion people don't have access to a toilet. We are working every day to change this. We are Water.org. We're here to bring water and sanitation to the world. We want to make it safe, accessible and cost-effective because we believe that water is the way to empowering a better life that we can all share in, worldwide. We are an international nonprofit organization based in Kansas City, Missouri that has positively transformed millions of lives around the world through access to safe water and sanitation. Founded by Gary White and Matt Damon, we have been pioneering innovative, sustainable solutions to the global water crisis for more than 25 years, giving women hope, children health and communities a future. Visit us to find out more at <http://water.org/>.

In 2015, Water.org launched a new business unit, WaterCapital, to raise social impact capital to target investments in water supply & sanitation enterprises and financial institutions serving those at the base of the economic pyramid. WaterCapital has raised an initial \$10M fund focused on investments in India and is preparing to raise an estimated \$50M fund targeting South and Southeast Asia.

Summary

WaterCapital is in a start-up phase and the position will evolve quickly as the team grows. To deliver on these tasks the candidate must have outstanding communication skills, an ability to anticipate and deliver on the needs of a fast-paced and innovative business, and the flexibility to manage a wide range of projects simultaneously. As a non-profit social investment firm investing in frontier markets, s/he should be comfortable working remotely from other team members, both domestic and international.

The primary focus of the Director of Regulatory Compliance role will be to further develop a strong risk management culture to ensure foreign regulatory compliance risks are identified, monitored and mitigated. The candidate will lead a team of direct report(s) to support the development of an effective regulatory compliance framework including a robust monitoring, testing and internal controls program, issues management processes, compliance program governance and ongoing process improvements.

Key Responsibilities

Portfolio Execution / Fund Management

- Ability to identify and analyze regulatory, compliance, and business issues proactively in a fast-paced and rapidly changing business and regulatory environment.
- Responsible for all compliance/regulatory matters and legal oversight of fund management.
- Supervise direct reports including compliance specialist(s) based in Kansas City. Primary liaison for oversight of outside counsel in foreign jurisdictions to ensure

compliance with local regulatory requirements such as investment approvals, tax payments, and government reporting.

- Timely and cost-effective disbursement of investment funds will be a near-term objective as we launch operations in three new Asian countries in 2017.
- To ensure effective monitoring of the portfolio, he/she will be expected to collaborate successfully with investment management team members in the field including Investment Officers and the Director of Portfolio Development.
- Oversee and develop compliance reporting requirements including but not limited to quarterly compliance reporting and investor account statements.
- Ensure legal registration of all associated US and locally-based entities, as well as associated government reporting and tax compliance.

Strategy & Planning

- Contribute to the development of national-level investment plans in target geographies.
- Represent WaterCapital to sector stakeholders, local service providers (law firms, banks, and consultants) as well as potential investors.
- Support the Director of Portfolio Development and the Senior Management team in continuously refining the investment strategy and accelerating the growth of investment portfolio.
- Participate in organization-wide meetings and activities.

Skills & Competencies

- Strong interpersonal and verbal communication skills, including experience analyzing and synthesizing data. Ability to effectively present information and data in a clear and compelling manner.
- Strong attention to detail and ability to meet deadlines.
- Entrepreneurial spirit and professional maturity; ability to work independently, yet know when to seek support.
- **Plans and Aligns** – Planning and prioritizing work to meet commitments aligned with organizational goals.
- **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.
- **Being Resilient** – Rebounding from setbacks and adversity when facing difficult situations.
- **Courage** – Stepping up to address difficult issues, saying what needs to be said.
- **Directs Work** – Providing direction, delegating, and removing obstacles to get work done.
- **Values Differences** – Recognizing the value that different perspectives and cultures bring to an organization.
- **Manages Conflict** – Handling conflict situations effectively, with a minimum of noise.
- **Develops Talent** – Developing people to meet both their career goals and the organization's goals.
- **Customer Focus** – Building strong customer relationships and delivering customer-centric solutions.
- **Nimble Learning** – Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodder.

- **Drives Results** – Consistently achieving results, even under tough circumstances.
- **Collaborates** – Building partnerships and working collaboratively with others to meet shared objectives.
- **Self-development** – Actively seeking new ways to grow and be challenged using other formal and informal development channels.
- **Optimize Work Processes** – Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
- **Manages Ambiguity** - Manages ambiguity by operating effectively, even when things are not certain or the way forward is not clear.
- **Instills Trust** – Gaining the confidence and trust of others through honesty, integrity, and authenticity.
- **Financial Stewardship** - Demonstrates fiscally responsible decision making as applicable to one's role.

Qualifications

- Bachelor's degree required, consideration given to professional designations, JD a plus
- Minimum 12 years of relevant professional experience, preferably in financial services.
- Minimum 5 years of experience in financial services compliance in a brokerage or investment advisory organization
- Understanding of and passion for international development and/or impact investing. Prior international experience living or working abroad
- Experience with fund operations.

Salary/Benefits

This position offers full-time benefits, including medical/dental insurance, life and disability insurance, retirement program and periodic review for merit and 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 Information

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

Water.org is an equal opportunity employer and is committed to providing an inclusive environment. We do not discriminate on the basis of race, color, religion, gender, gender expression, gender identity, age, national origin, ancestry, disability, marital status, sexual orientation, pregnancy status, military and veteran status, genetic information, and any other status protected by law. We provide qualified applicants and employees reasonable accommodation, when necessary, to enable individuals to complete the application process and/or perform the essential functions of the job.