



Mariatu's Hope

Department: Administration

Position title: Country Director

Job status: Full-time

Location: Onsite - Lungi Office

Hours/week: 40-50

Country Director Vacancy Announcement and Job Description:

Mariatu's Hope is a registered Charitable Organization with the Government of Sierra Leone and is also registered with SLANGO, MoPED, MoWRS, PLDC, MSWGCA, MOH, and MBSSE as a National NGO. All work is coordinated with the Government line ministries.

Mariatu's Hope exists to demonstrate the love of God to the people of Sierra Leone by working in partnership with vulnerable communities and individuals to inspire hope through Infant Nutrition, Safe Water Access, Proper Sanitation, Health and Hygiene promotion.

Vision: Mariatu's Hope is a Christian organization that embodies kingdom principles and virtues while expressing God's love to the people of Sierra Leone.

Mission Statement: Mariatu's Hope works with vulnerable communities and individuals to inspire hope through Infant Nutrition, Safe Water Access, Proper Sanitation, Health and Hygiene promotion.

Core Values:

- Honor: God in all things
- Integrity: In all activities
- Perseverance: In Christ all things are possible
- Hope: Being inspirational to others
- Wisdom: Through teaching God's Word

The Country Director position at Mariatu's Hope will be filled by an enthusiastic leader with the skills to guide the organization forward in its journey toward achieving complete coverage, reliable service, and safe water access. The Country Director will manage an in-country staff of approximately 20 people, serving the Kaffu Bullom, Lokomasama, and Kamasondo Chiefdoms in Port Loko District. You will lead a team that manages over 500 water points, with more added every year.

The Country Director will report to the Executive Leadership of Mariatu's Hope.

Key Responsibilities

- Manage office, finance, operations, storekeeper, and community engagement, and infant nutrition leaders and coordinators.
 - Inventory tracking.
 - Chlorine use and management.
 - Budget reports
 - Government communication
 - Drilling schedules
 - Monitoring and maintenance schedules
- Ensure organizational standards and protocols are followed, and work in line with the annual budget.
- Lead monthly senior management team meetings.
- Write or oversee monthly progress reports that will be submitted to the executive leadership.
- Oversee staff computer literacy and development.
- Lead quarterly team-building events and activities.
- Conduct annual performance reviews and follow-ups.
- Improve community compliance with WASH standards and requirements.
- Demonstrate integrity, perseverance, hope, inspiration, and wisdom in alignment with the Christ-centered vision of Mariatu's Hope. Honor the dignity of all staff, comprised of their diverse religious background.
- Travel to Freetown and within Sierra Leone to attend meetings as necessary to liaise and coordinate with the government and other WASH stakeholders.
- Manage mWater console to track data and organizational performance with mapping, coverage, uptime, and water quality.
 - Manage data and communication
 - Align staff on coverage goals and progress
 - Communicate mWater issues and requests to executive leadership.
- Exhibit effective communication skills, both written and oral.
- Report directly to Executive Director.
- Be present in Lungi five days a week for work duties.
- Lead government registration and reporting process in Sierra Leone, SLANGO, MoPED, PLDC, and line ministries.

This is a full-time position located at Mariatu's Hope Headquarters in Lungi .

Minimum Qualifications:

- A minimum of 5 years of experience in WASH.
- A passionate commitment to providing access to safe and reliable drinking water.
- A Bachelor's Degree in a related field, a Master's Degree preferred.

- Strong and wide computer literacy.
- High proficiency in Microsoft Excel and/or Google Sheets.
- Ability to learn mWater.
- Demonstration of excellence in written reports and communication.
- Proven management skills with a minimum of 2 direct reports and a team of at least 10 people.
- Up-to-date driving license.
- Fluency in Krio and English.
- Experience writing grant proposals is desirable.
- Sierra Leonean citizenship.

Who You Are:

You Have a Vision for Sierra Leoneans to Have Safe Water.

You have seen the issues that come from contaminated drinking water. You see a future where water access allows communities to develop themselves. Your heart's desire is to see people thrive and to see the mortality rates due to a lack of safe water drop.

You've Done This Before

You know the world of Water, Sanitation, and Hygiene, and can lead a team to put the best practices into action. You have the education and experience to develop a team. You have brought an idea to life in an impactful and measurable way. You know that pursuing a vision requires planning, coordination, motivation, and perseverance.

You're Honest

You are not afraid to say no to bribery. You don't like shortcuts because you see the negative effects of working around an established protocol. You don't mind being the person who holds the bar higher than others around you. When things aren't working, you are the one who calls it like it is. You have seen the negative impact of corruption, and you want something better for the people you serve.

You Communicate

This is a team. We excel by collaborating. You are outgoing and dynamic. You are able to share your vision in a way that is contagious. Whether talking to a staff member one-on-one or presenting your work to a room full of experts, you bring clarity to the vision and work of your team.

You're a leader

You are not afraid to jump in and do the work. You lead by example and lift others up. You can provide a clear direction to your team and keep your eyes on the goal. Sometimes this means getting your hands dirty, and sometimes this means giving others the opportunity to test their skills with your guidance.

You're a learner and a teacher

You are humble and open to new ideas from team members. You know that the best ideas often come from the experience of those closest to the problem. Inspiring behavior change can be hard. You are able to share transformational practices with teams and communities long rooted in tradition.

You're empathetic

You are able to put yourself in someone else's shoes and you inspire hope. You build trust by showing your team that you really care about them. You build trust by showing communities that you understand the challenges they face.

You're consistent

You do what you say you are going to do. You meet your deadlines and help your team to meet theirs. You are strategic about standing up for what is right. You are always thinking about the vision and the life of the organization when you make your decisions.

You're Committed:

You are committed to the Mission Statement, Vision, and Core Values of Mariatu's Hope.

Protecting Children

Mariatu's Hope has zero tolerance for abuse and exploitation. We're committed to protecting children encountered during our work and by our employees, preventing sexual abuse and exploitation of all individuals, with a particular focus on women and children and other marginalized communities in the performance of our work, preventing human trafficking in the performance of our work, and in our supply chain, and to having a drug-free workplace. During the recruitment process, additional documentation may be requested to comply with our policies and legal requirements. Candidates offered a job with Mariatu's Hope are expected to duly sign and follow the Code of Conduct and Child Protection Policy & Standards as an

appendage to their contract of employment. By signing the Child Protection Policy & Standards and Staff Code of Conduct, candidates acknowledge that they have understood the contents of both policies and consent to conduct themselves in accordance with the provisions of these two documents.

Any breach will result in disciplinary action, including possible dismissal.

Equal Opportunity

Mariatu's Hope is an equal opportunity employer. Mariatu's Hope strives to create and maintain a level of diversity that reflects the communities we serve. Achieving this regardless of race, ethnicity, ancestry, tribal affiliation, age, gender, religion, veteran status, disability, socioeconomic class, educational attainment, or other social identities is critical to our ability to have a world where every person has access to reliable and safe water and sanitation services. This position will be filled by a Sierra Leonean. Women are strongly encouraged to apply.

How to Apply:

Please send your CV and letter of interest with three letters of reference (previous employer, religious leader, and personal) to jobs.mariatushope@gmail.com with "Country Director Application" in the subject line by **22 January 2026**. Please do not send certificates at this time.

Salary negotiable.