

<b>Job Title:</b> Project Director, Azure (Chief of Party I)	<b>Reports to:</b> DRD PQ LACRO
<b>Department:</b> LACRO with dotted line to PIQA	<b>Salary Grade:</b> 11
<b>Internal Candidature:</b> <a href="#">Click here to apply</a>	<b>External Candidature:</b> <a href="#">Click here to apply</a>

**About CRS**

Catholic Relief Services is the official international humanitarian agency of the Catholic community in the United States. CRS works to *save, protect, and transform* lives in need in more than 100 countries, without regard to race, religion or nationality. CRS’ relief and development work is accomplished through programs of emergency response, HIV, health, agriculture, education, microfinance and peacebuilding.

**About Azure**

Azure is a blended finance initiative led by CRS that enables private capital to finance the expansion, rehabilitation and improvements of water supply, sanitation and wastewater infrastructure. Azure also mobilizes private capital for organizations that contribute to the value chain of water services.

Directly and through local partners, Azure provides technical services to support the development of bankable projects that improve water supply, sanitation and wastewater treatment.

Azure contributes to systems strengthening by leveraging public and private resources, de-risking investment projects and building institutional capacity.

Azure is comprised of two integrated components: 1) a technical team led by CRS that provides engineering, operation, maintenance, administrative, project management ,commercial and financial support to Water and Sanitation Service Providers while engaging financial actors to better understand the investment opportunity in the water sector; and 2) Azure Source Capital, LLC (ASC), a financial services company based in the U.S., provides loans to improve or expand water and sanitation infrastructure. ASC was founded by CRS and IDBLab and is managed by Total Impact Capital (ASC Fund Manager). Azure is currently active in El Salvador, Honduras and Guatemala. Azure is aligned to the CRS Vision 2030 agency strategy and is the flagship initiative for the water finance and governance pillar of the CRS 2030 Water Security Strategy.

**Results**

Since 2019, Azure has improved water services for over 225,000 people in El Salvador and Honduras. Azure has provided training and technical support for 345 water service providers (WSPs) including community, municipal, and private WSPs. Through Azure Initiative, CRS has mobilized \$2.7M in grant funding toward technical services for water service providers, which has mobilized \$10 million in impact investing loans and \$4M in co-investment from other sources including communities and local governments. In short, technical assistance grant funding has leveraged 500 percent more capital expenditure resources.

**Job Summary**

As Program Director for the Azure initiative, you will oversee its technical services and direct planning efforts in collaboration with the ASC fund manager for the expansion of Azure to interested and affiliated countries. Your leadership, management and technical knowledge will ensure the delivery of high-quality program design and advance the position of CRS as a lead agency in water system finance. You will manage

the Azure team, providing supervision, direction, guidance, and mentorship to staff in multiple countries. You will manage the project development process, working together with the ASC Fund Manager, to develop and maintain a pipeline and disburse loans through ASC. You will provide technical leadership and advice in line with CRS principles and quality standards and will liaise with the ASC Fund Manager to ensure a cohesive strategy to grow the blended financing initiative. Your experience, leadership and influence will be key in determining how effective, adaptable and innovative the Azure initiative will be as it expands and is implemented in interested and affiliated countries.

### **Roles and Key Responsibilities:**

- Manage resources to create an optimal ecosystem for the success of the initiative, strategically linking the interests of governments, donors, financial institutions and other entities interested in blended financing vehicles, and focusing on the use of these multi-sectoral funds for sustainability of the initiative.
- Lead identification of implementing partners and potential sources of philanthropic capital for expansion of technical services in interested and affiliated countries and support the development of proposals for funding.
- Fundraise for technical assistance services provided by Azure: engage and position with potential donors, support proposal development, communicate value and impact of TA through reports.
- Ensure that any financing provided for Azure loans is strategically aligned to amplify the impact of CRS development activities, with a focus on supporting initiatives that drive sustainable, inclusive growth and create measurable positive outcomes for the communities we serve.
- Manage the project development process, working in collaboration with the ASC Fund Manager and CRS Azure team to prospect and assess possible loan recipients, provide technical assistance, and oversee the process of issuing loans.
- Work with the ASC Fund Manager, partner Banks and CRS Azure Team to develop, maintain and manage the pipeline for ASC loans.
- Work with country program colleagues, the Fund Manager, and the ASC Board to set disbursement targets. Oversee activities to ensure targets are met.
- Work with CRS country teams and partners to oversee technical assistance to water service providers working with Azure. Provide advisory support to the CRS Global Water Security team related to development of WASH finance and technical assistance mechanisms in other CRS regions.
- Lead the development and communication of Azure's strategic direction, priorities and the steps needed to achieve Azure's objectives.
- Work with regional and country program teams to hire personnel supporting the initiative.
- Supervise, guide and coach Azure initiative staff on the technical, administrative and partnership aspects of their positions and job responsibilities, including providing performance feedback, supporting professional development and growth, and responding to requests for support.
- Support direct reports in supervising other Azure team members.
- Create and maintain a cohesive team working environment and high morale among Azure staff.
- Support CRS staff, consultants and partners to evaluate financial and business models that best respond to the needs of water service providers in each interested and affiliated country.
- Manage Azure budgets, track expenditure against revenue, forecast and adjust activities and expenditures as needed, and work with Finance to prepare financial reports.

- Complete Azure-related administrative tasks, including HR-related documentation and approvals, donor reports, expense reports, and approvals.
- Communicate proactively with project stakeholders on country, regional and global teams about developments, strategic direction, priorities, actions needed, challenges and concerns.
- Collect data and relevant information from each country, making strategic use of this data, both for monitoring progress, and to identify the best investment opportunities for resources.
- Lead the development of learning, identifying opportunities for learning, research and publications and implementation of MEAL policy. Facilitate the dissemination of promising practices and lessons learned to contribute to agency knowledge management.
- Serve as the primary lead for designing, coordinating, and facilitating an inter-agency working group or learning alliance focused on programs that integrate blended financing and technical assistance. This initiative aims to enhance the performance and sustainability of water and sanitation service providers by fostering collaboration, knowledge sharing, and innovation among key stakeholders.
- Represent CRS in international impact investing and water finance forums.

#### **Basic Qualifications**

- Master's degree in engineering, Environmental Studies, Water Resource Management, International Development, or another relevant technical area. PhD preferred.
- 7 or more years' relevant management and technical experience, with at least 5 years' experience leading water initiatives in resource-challenged contexts.
- 5 years' experience managing donor funds, including multi country grants. Strong knowledge and experience in budget management.
- 5 years of staff management experience and abilities that are conducive to a learning environment. Experience coaching senior program staff.

#### **Required Languages**

Professional fluency in both written and spoken English and Spanish

**Availability to travel:** At least 40% primarily within Central America and the Caribbean, as well as Africa and other regions as needed.

#### ***Knowledge, Skills and Abilities***

- Strong strategic, analytical, systems thinking, and problem-solving skills, with capacity to see the big picture and ability to make sound judgment and decisions.
- Strong relations management abilities. Ability to relate to people at all levels internally and externally. Strategic in how you approach each relationship.
- Team leadership abilities with diverse/multi-disciplinary teams. Coaching skills.
- Strong communications and presentation skills; able to develop tailored and persuasive messaging for varied audiences.
- Proactive, resourceful, solutions-oriented and results-oriented.

#### **Preferred qualifications**

- Experience managing development initiatives with the private and public sectors and working with development organizations.
- History of contributing significantly to successful business development activities, positioning, pursuing and capturing funding from public and/or private donors.
- Experience and ability in the field of government advocacy, donors, investors and other actors.
- Experience with monitoring and evaluation of initiatives and analysis and presentation of data to different audiences focusing on specific advocacy outcomes.
- Demonstrable experience and skills to represent the organization at the highest levels in meetings with donors, government, international NGOs, local partners, ecclesial and civil society.
- Experience managing and/or preparing budgets and basic understanding of finance.
- Mastery of MS Office packages (Excel, Word, Power Point), Online Conference applications and solid understanding of information systems and budget management and knowledge sharing networks.

### *Skills*

- Excellent skills for managing relationships with the ability to influence and get agreements from people who are not under direct supervision and to work with individuals in different geographical and cultural environments.
- Excellent strategic, analytical, organizational and systemic thinking skills with the ability to see the full picture and the ability to make judgments and correct decisions.
- Excellent written and oral communication skills, including research publications.
- Excellent presentation, facilitation, training and negotiation skills.

### **Key Working Relationships**

Internal: CRS focal points for water at the global, regional and CP level as appropriate; Impact Investing team; Program Quality Department colleagues working on water-related activities; Latin America Regional Office (LACRO) team; Charitable Giving division; Institutional Donor Engagement and Advancement (IDEA) department

External: ASC fund manager, Azure SA, partners, strategic allies, ASC Board members

### **Agency REDI Competencies (for all CRS Staff)**

Agency competencies clarify expected behaviors and attitudes for all staff. When demonstrated, they create an engaging workplace, help staff achieve their best, and help CRS achieve agency goals. These are rooted in the mission, values, and guiding principles of CRS and used by each staff member to fulfill his or her responsibilities and achieve the desired results.

- *Personal Accountability* – Consistently takes responsibility for one’s own actions.
- *Acts with Integrity* - Consistently models values aligned with CRS Guiding Principles and mission. Is considered honest.
- *Builds and Maintains Trust* - Shows consistency between words and actions.
- *Collaborates with Others* – Works effectively in intercultural and diverse teams.
- *Open to Learn* – Seeks out experiences that may change perspective or provide an opportunity to learn new things.

### **Agency Leadership Competencies**

- *Lead Change* – Continually looks for ways to improve the agency through a culture of agility, openness, and innovation.
- *Develops and Recognizes Others* – Builds the capacity of staff to reach their full potential and enhance team and agency performance.
- *Strategic Mindset* – Understands role in translating, communicating, and implementing agency strategy and team priorities.

### **Supervisory Responsibilities**

Direct supervision of Azure staff in El Salvador, Honduras, Guatemala, and other countries as needed.  
Management of the larger Azure team.

*\*\*\*Our Catholic identity is at the heart of our mission and operations. Catholic Relief Services carries out the commitment of the Bishops of the United States to assist the poor and vulnerable overseas. We welcome as a part of our staff people of all faiths and secular traditions who share our values and our commitment to serving those in need. CRS' processes and policies reflect our commitment to protecting children and vulnerable adults from abuse and exploitation.*

*Disclaimer: This job description is not an exhaustive list of the skill, effort, duties, and responsibilities associated with the position.*

**CRS' talent acquisition procedures reflect our commitment to protecting children and vulnerable adults from abuse and exploitation.**

**CRS prioritizes candidates who are citizens/permanent residents of the countries where we have CRS offices.**

**CRS is an Equal Opportunity Employer**