



Country Director- Ghana

Location: Accra, Ghana (Flexible)

Pure Earth is a leading global environmental health nonprofit organization dedicated to saving and improving lives and protecting the planet by reducing toxic pollution in low- and middle-income countries. Established in 1999, Pure Earth has completed more than 120 projects in 27 countries. Its initiatives chiefly target the protection of children's and pregnant women's health from harmful pollutants, particularly lead and mercury. Partnering with governments, communities, and industry stakeholders, Pure Earth seeks to elevate pollution issues globally, foster sustainable change, and promote a healthier future.

The Country Director, Ghana reports to the Regional Program Director of Africa and supervises the work of all country staff, consultants, and contractors in Ghana. This position is based in Accra, Ghana.

POSITION SUMMARY

The Country Director has overall responsibility for the development and leadership of Pure Earth's activities in-country, managing its growth, relationships and impact. This is achieved through the development and implementation of the Country strategy that is aligned with Pure Earth's mission, vision and global strategy. The Country Director, along with their team and Pure Earth Headquarters, ensures that quality and accountability to all programmatic stakeholders is achieved. The Country Director will be focused on influencing government, donors, and other stakeholders as well as helping to establish Pure Earth programs in Ghana.

Success in this position requires an individual with exemplary demonstrated leadership abilities who uses strong communications and interpersonal skills effectively, both internally and externally. The Country Director is expected to develop networks, build partnerships, and grow and diversify funding. S/he is directly responsible for the overall coordination of the country team; hiring, supervising and coaching staff; leading teams to identify, design and deliver high-quality, impactful programs; ensuring efficient stewardship of resources for results, compliance, and focused, timely reporting; and oversight of finance and operations in-country.

JOB RESPONSIBILITIES

Strategy, Program Quality and Growth

- Develops and implements a country strategy that contextualizes and aligns with Pure Earth's global strategy.
- Remains well-informed about national and regional issues affecting Pure Earth, its programs and partners.
- Coordinates with the board of directors to ensure strategic decisions are informed and guided by the country strategy.
- Drives program quality and increase impact through consistent use of rigorous assessment; program development, implementation and review processes; , accountability and learning systems; and partner organization capacity strengthening.
- Oversees planning and implementation of assessments, field research, and data collection in

- support of Pure Earth's Ghana programmatic activities; as necessary seek design and **seeks out** necessary program guidance, **technical assistance**, and advice.
- Cultivates strong relationships with existing and potential donors; positions Pure Earth as a partner of choice for major international donors.
- Undertakes effective direct communications and networking with donors that produces actionable and timely business intelligence; develops and maintains a high level of understanding of donor priorities and planned funding streams.
- Identifies opportunities for appropriate expansion and growth of programs.

Team Leadership & Development

- Provides strategic leadership for country operations by establishing high-level policies and systems for HR management, regulatory compliance, and organizational development.
- Directs the overall talent strategy, ensuring staff performance management, compensation, and legal documentation are fully compliant and strategically aligned with Pure Earth's goals and local labor laws, maintaining audit-readiness at all times.
- Drives organizational excellence through strategic team leadership, mentorship, and capacity building, ensuring staff are high-performing, compliant, and effectively delivering on organizational and programmatic goals.

Financial, Operational & Risk Management

- Ensures strict fiscal accountability and programmatic success by overseeing accurate financial health, budget compliance, and effective project monitoring in partnership with HQ to meet all committed deliverables.
- Supports the HQ Program Team in early identification and diagnosis of off-track projects and actively determining feasible strategies to correct them.
- Ensures all donor contractual terms and conditions are fulfilled in line with Pure Earth's policies and procedures.
- Works with the Regional Program Director to ensure that all project modifications, adjustments, or no-cost extensions are fully justified and appropriately communicated and agreed by donors.
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- Develops and strengthens robust operations practices based on Pure Earth global policies, local conditions, and Pure Earth's legal status locally.
- Identifies areas of risk and drive compliance with Pure Earth, donor and local government regulations and requirements.
- Ensures appropriate safety and security procedures and awareness are maintained throughout the country program, particularly regarding lead exposure and safe use of equipment.

Representation, Influence and Partnership

- Raises the profile of Pure Earth and its initiatives by engaging with various media forms, in collaboration with Pure Earth's HQ Communications team.
- Co-authors peer-reviewed papers and articles to enhance Pure Earth's visibility and credibility.
- Develops and carries out strategies that result in strong representation with government officials, bilateral/multilateral institutions and NGOs to build Pure Earth's brand and reputation as a reliable partner in the delivery of programs and as a key voice in the toxic

pollution space.

- Develops and maintains regular contact with the in-country representatives of relevant donors and funding partners in order to secure funding for the country program.
- Initiate and sustain strong partnerships with local organizations.
- Raise the profile of the work of Pure Earth and its partners through engagement with diverse forms of media, working closely with the Communications team.
- Participate in drafting peer-reviewed papers and articles.

Monitoring and Evaluation (M&E)

- Supports the development and implementation of M&E frameworks to assess program effectiveness.
- Drives roll-out, adoption and consistent use of Pure Earth's M&E strategy as it relates to Ghana's programmatic portfolio.
- Ensures the collection, analysis, and use of data for informed decision-making.
- Promotes a culture of learning and adaptation within the team through data-driven insights.
- Collaborates for accurate and timely M&E reporting to donors and stakeholders.

QUALIFICATIONS & EXPERIENCE

- At least 10-15 years of progressively responsible work experience, including leadership at the equivalent of Country Director level.
- A university degree in a relevant discipline is required, preferably Masters Degree or PHD in environmental public health.
- Demonstrated successful team leadership and management experience.
- Demonstrated experience in strategic leadership, including successful oversight of multi-million-dollar portfolios, proposal development, project management, and fiscal execution within a complex, multi-donor environment.
- Extensive representation and fundraising success, including prior experience with European, US and international donors.
- Experience of working effectively as a team member in a global organization
- Ability to effectively represent program context, constraints, and successes to media, government, and other senior audiences.
- Strong oral and communication skills in English; multi-lingual capabilities a plus.
- Computer literate with good working knowledge of Microsoft Excel, Word and Outlook.
- Commitment to diversity, inclusion, and the equal participation of all staff in all areas of work.
- Strong problem-solving and analytical skills.
- Ability and willingness to travel internationally, as needed.
- Ability to work flexible hours or across time zones, as needed.

EQUAL OPPORTUNITY EMPLOYMENT:

It is our policy to provide equal opportunity for all qualified persons and not discriminate against any employee or applicant for employment because of race, color, religion, sex, gender or gender identity, age, national origin, veteran status, disability, sexual orientation or any other protected status.

PAY TRANSPARENCY:

This is a full-time position based in Ghana with a compensation range \$28,000-\$85,000 (L5).

The deadline for application is **9th January 2026**, and applications will be reviewed on a rolling basis. We thank all applicants for their interest; however, only those selected for an interview will be contacted.