

Technical Director, Africa

About Pure Earth:

Pure Earth (www.pureearth.org) is a global leader in improving public health and development outcomes by reducing exposure to lead and other toxic pollutants. We work closely with governments to embed evidence-based, sustainable solutions into public systems at the national scale. By translating data into action and pairing technical expertise with local partnerships, Pure Earth designs and delivers practical interventions that reduce pollution and poisoning risks, strengthen public response systems, and support long-term health and economic progress.

Position Overview:

Pure Earth is seeking an experienced Technical Director to support Pure Earth's project and country teams across Africa, which at a minimum will include Ghana, Ethiopia, Rwanda, Malawi, Tanzania, and South Africa, with a special focus on providing toxic site remediation support and oversight.

The Technical Director will provide scientific rigor, analytical judgment, and quality assurance across Pure Earth's Africa programmatic portfolio. The role is responsible for ensuring that the best-available science, appropriate technical/health and safety protocols, and global and national standards are utilized in identifying lead exposure sources, follow up biomonitoring studies, and contaminated site investigation and risk-mitigation/remediation work.

The Technical Director role requires the ability to apply scientific and analytical rigor to the prevention of lead exposure—while translating that rigor into practical, implementable programmatic approaches in various African countries. This includes experience working on heavy metal exposure issues—particularly lead—strong analytical judgment in prioritization and design; and the ability to communicate technical concepts clearly and credibly to program teams, government counterparts, donors, and community stakeholders.

This is a field-embedded role that requires regular engagement in on-ground program activities, site visits, data management, hands-on problem solving, and quality assurance and control alongside program teams and partners. The role demands comfort working in complex field

settings and applying environmental health and safety judgment in real-world conditions—not only desk-based analysis.

Reporting and Team Structure:

Reports to: Regional Director, Africa

Key internal partners: Technical Support and Research Department, Technical Managers

Work Location:

Accra, Ghana or Addis Ababa, Ethiopia preferred.

Remote work in other African country possible, with preference for Rwanda, Tanzania, Malawi, or South Africa.

Employment Type:

Full-time

Scope of Work:**Technical Support & Quality Assurance**

- Work with Pure Earth's Technical Support and Research Department to provide technical support across Pure Earth's programs in Africa focused on lead exposure source identification, risk assessment, source intervention, risk-mitigation, and site remediation. Technical support for site remediation will be a priority component of the role.
- Contribute to, adapt, and maintain technical standards, SOPs, protocols, data analysis and decision frameworks for programmatic activities in conjunction with Pure Earth Technical Support and Research Department, and consistent with global best practices and applicable regulatory contexts.
- Review and sign off on technical approaches for program design, pilots, and scale-up initiatives.
- Ensure consistent application of quality assurance and control, health and safety protocols, and ethical standards across states and projects.
- Support Country Directors to spearhead country level strategic plans by providing technical support.

Programmatic Technical Support

- Support the implementation of initial, preliminary, and detailed site screenings and remediation activities in the country.
- Provide field support related to source identification, exposure assessment, and risk mitigation across market, community, and home assessments.
- Support Technical Managers and program teams in translating scientific evidence into operationally sound program designs.

- Guide prioritization of sources and interventions based on risk, feasibility, and impact.
- Provide inputs to country-level strategies, workplans, and implementation approaches.
- Work closely with monitoring, evaluation, and learning (MEL) team to ensure indicators, data collection methods, and interpretations are methodologically appropriate.

Protocols, Tools & Capacity Building

- Adapt, develop, and institutionalize training materials related to lead exposure assessment, mitigation, and remediation, with materials on remediation considered highest priority.
- Build and strengthen the technical capacity of Technical Managers, Program Managers, field teams and government counterparts through in-person and online trainings, mentoring, and on-the-job support.
- Contribute effectively to data management and analysis, supporting informed decision-making and high-quality project outcomes.
- Support the procurement and safe and effective use of technical equipment (e.g., XRFs, GPS, Lead Care II devices) and related QA/QC and documentation standards.

Research, Evidence & Knowledge Integration

- Provide guidance to country teams on field investigations, exposure assessments, and applied research activities.
- Review technical components of concept notes, proposals, and donor reports.
- Support synthesis of evidence and lessons learned to inform policy engagement and scale-up.
- Contribute to publications, guidance documents, protocols, and learning products as required.

Coordination & Representation

- Coordinate closely with the Pure Earth Technical Support and Research Department to ensure alignment with Pure Earth protocols and guidance documents while adapting for country-specific needs.
- Engage with government departments, technical institutions, laboratories, and expert bodies as a technical representative of Pure Earth Africa.

Support donor and stakeholder discussions, as required. **Required Qualifications and**

Experiences:

Education

- Master's degree in a relevant technical field such as environmental health, environmental engineering, public health, toxicology, chemistry, or related disciplines. (PhD preferred but not required.)

Experience

Required

- 6–12 years of experience in environmental health, pollution control, or public health programs, preferably in low- and middle-income country contexts.
- Experience leading or managing toxic or contaminated site remediation or clean up required.
- Demonstrated experience applying scientific evidence and analytical judgment to real-world program design and implementation.
- Demonstrated experience working in field-based or implementation-heavy roles, with comfort operating in diverse, resource-constrained, or complex on-ground environments.
- Ability to translate complex environmental health concepts into clear, actionable guidance for program teams, government counterparts, donors, and non-technical audiences.
- Experience working across multidisciplinary teams and translating technical concepts for non-technical audiences.
- Demonstrates strong skills in data management and data analysis.
- Strong analytical, problem-solving, and decision-making skills.
- Professional fluency in English; working knowledge of French or other African languages is an advantage.
- Ability and willingness to travel internationally (up to 40%), as needed.
- Authorization to work in an African country.

Preferred

- Demonstrated experience developing or applying technical protocols, standards, and quality assurance systems in programmatic settings.
- Hands-on experience supporting or leading components of exposure assessment, mitigation, remediation, or related interventions.
- Experience with environmental laboratory testing and sample collection.
- Experience with lead, heavy metals, or hazardous waste exposure pathways.
- Experience in drafting technical publications.
- Familiarity with African regulatory frameworks related to pollution control, public health, or industrial safety.
- Experience engaging with government agencies, research institutions, or international donors.
- Prior work in an international NGO or large-scale, multi-state program environment.

Work Environment:

It is preferred that the Technical Director work in a Pure Earth office or project country in Africa (Ghana, Ethiopia, Rwanda, Malawi, Tanzania, or South Africa), but remote work in another African country will be considered. The Technical Director is expected to work in an African

time zone. Travel to project countries (Ghana, Ethiopia, Rwanda, Malawi, Tanzania, and South Africa) is expected 40% of the year.

How to Apply:

To apply, please submit your application through Pure Earth's online career portal. Applications are reviewed on a rolling basis until the position is filled.

Tentative Date of Joining:

October 2026

Equal Employment Opportunity

It is the policy of Pure Earth 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, disability, sexual orientation or any other protected status.

This job description may be revised and updated as required to meet organizational objectives.