



Service. Healing. Transformation.

## Programs Director

### About the Organization

One World Surgery (OWS) is a nonprofit organization with the vision of a world committed to safe, timely and accessible surgical care. Our mission is to ignite the spirit of service and transform lives by providing access to high-quality surgical care globally. Our nonprofit is dedicated to helping thousands of underserved patients receive surgical and primary care and hundreds of physicians, nurses and others contribute to making a positive impact in global health.

### Position Summary

The Programs Director leads One World Surgery's growing programs (medical missions, education, and research) and programs team. This position expands impact across One World Surgery's programs, drives strategic partnership engagement and growth, and measures organizational impact to help the organization achieve its long-term mission and vision. In 2025, OWS will host 55 mission trips with 1,500 volunteers in Honduras and the Dominican Republic.

**Reports to:** Chief Operating Officer

**Supervises:** 3 program managers (US, Honduras, Dominican Republic)

### Essential Functions

#### *Program Strategy & Oversight*

- Leads development and ensures success of annual plans and key performance indicators (KPIs) for Medical Mission and Education programs in partnership with Program Managers and Clinical Operations team
- Leads budget development and oversight for the Medical Mission and Education programs as well as research, partnership, and global engagement initiatives
- Oversees in-country research and data collection efforts and seeks opportunities to publish, monitor and oversee auditing of data
- Identifies opportunities to expand and enhance existing programs
- Identifies appropriate resources and staffing needed to successfully implement programs and support growth
- Improves and enhances program quality, efficiency, effectiveness, sustainability, and impact by analyzing data, identifying opportunities, and overseeing development and implementation of improvement initiatives.

#### *Program MEAL (Monitoring, Evaluation, Accountability, and Learning)*

- Prepares and presents program plans and outcomes to the executive team, funders, key stakeholder groups, and other external audiences
- Manages MEAL data collection, analysis, and reporting for all programs and clinical services
- Aligns monitoring and evaluation reporting to global health best practices
- Develops, tracks, and reports on program KPIs to highlight progress towards programmatic goals established within Strategic Plan



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### *Partnerships & Development*

- Develops, cultivates and manages portfolio of strategic partners, ensuring that shared goals are achieved and partnership continuously supports program enhancement and expansion efforts
- Supports with publishing and communicating programmatic results to ensure organization is recognized globally for superior programs and impact
- Provides programmatic information to develop partnership proposals
- Explores and cultivates new partnership opportunities to meet organizational programmatic needs
- Represents the organization and/or supports and guides local leaders to represent within advocacy networks (e.g., G4 Alliance, the Global Surgery Foundation) and at national and international conferences and events
- Works with local leaders to grow in-country network to expand awareness and support of the organization's mission

### *Team Management & Collaboration*

- Manages global program team to ensure programs and teams are functioning at highest level
- Leads, coaches and mentors a high performing, diverse team of program leaders and staff, developing and implementing training and retention strategies
- Ensures proactive and healthy communication and collaboration across global team, guaranteeing that other divisions are aware of and in support of program activities
- Cross-trained in all medical mission pre-trip and post-trip logistics
- Manages relationship with Nuestros Pequeños Hermanos (NPH)'s international volunteer program leaders and selects 13-month volunteers in Honduras and the Dominican Republic
- Supports COO and Clinical, Finance and Administration team as needed to ensure high quality patient care and maximize impact

### **Required Qualifications**

- Bachelor's degree
- At least 5 years of experience managing a team
- Bilingual (verbal and written) in English and Spanish
- Nonprofit, program management and/or volunteer management experience
- A passion for service and global health
- Experience working, volunteering, or living in a multicultural environment
- Excited to work on a diverse team that spans multiple countries
- Strong leadership, critical thinking, and communication skills
- Ability to quickly and creatively solve problems
- Data analysis and presentation creation skills
- Meticulous attention to detail and excellent organizational and time management skills
- Ability to manage, prioritize, and delegate multiple projects and responsibilities at once



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- Strong public speaking skills and ability to confidently represent OWS and the medical missions program to a variety of stakeholders
- Flexibility to adapt to the evolving need and priorities of a growing organization

[To apply, click here!](#)