



Service. Healing. Transformation.

Programs Director

About the Organization

One World Surgery (OWS) is a global nonprofit organization with the vision of a world committed to safe, timely and accessible surgical and primary care. One World Surgery's three cornerstone programs include operating global medical centers, leading medical missions, and supporting local medical communities through education and training. OWS funds and operates the world-class Holy Family Surgery Center in Honduras and the Saint Mother Teresa Medical Center in the Dominican Republic. Our mission is equally focused on providing access to medical care and igniting the spirit of service. We are dedicated to helping thousands of underserved patients receive surgical and primary care and helping hundreds of physicians, nurses and others contribute to making a positive impact on global health.

At One World Surgery, our teammates are passionate about our mission; the work we do and the people we serve energize us. Our values guide how we perform our and shape our organizational culture. We embrace a growth mindset, constantly learning and sharing knowledge (*Education*). We are committed to achieving ever-higher standards and impactful results (*Excellence*). We promote accountability and reliability, both personally and collectively (*Responsibility*). We seek opportunities to serve others (*Spirit of Service*) and treat others and ourselves with dignity, respect, and grace (*Compassion*). We foster a sense of community with our volunteers, partners, donors, and patients, valuing different perspectives and cultures (*Community*).

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 2026, OWS will host 50+ mission trips with 1,700 volunteers in Honduras and the Dominican Republic.

Reports to: Vice President of Operations (VPO)

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
- Partners closely with clinical teams to align volunteer support to meet the needs of the local communities OWS serves
- Leads budget development and oversight for the Medical Mission and Education programs as well as research, partnership, and global engagement initiatives
- 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
- Oversees in-country research and data collection efforts and seeks opportunities to publish, monitor and oversee auditing of data

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

- Prepares and presents program plans and outcomes to the Vice President of Operations, Leadership Team, funders, key stakeholder groups, and other external audiences
- Manages MEAL data collection, analysis, and reporting for all programs
- Aligns monitoring and evaluation reporting to global health best practices, working collaboratively with the development and clinical teams
- Develops, tracks, and reports on program KPIs to highlight progress towards programmatic goals

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
- Provides active leadership in monthly and quarterly executive and stakeholder meetings with key partners
- 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 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 aligned with OWS values and functioning at highest level
- Leads, coaches and mentors a high-performing, diverse team of program leaders and staff, developing and implementing training and engagement strategies
- Ensures proactive and healthy communication and collaboration across global team, guaranteeing that other divisions are aware of and in support of program activities
- Works closely with the Director of Administration to identify needs, recruit, and support Nuestros Pequeños Hermanos (NPH)'s international 13-month volunteers in Honduras and the Dominican Republic
- Supports VPO and Clinical, Finance and Administration teams 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
- Full professional proficiency (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
- 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
- Ability to travel two weeks every 3-4 months (domestically and internationally)

Location: Fully remote, may be located anywhere within the United States within 1 hour of a major international airport.

Status: Full time. Exempt from the provisions of wage and salary regulations.

Benefits: One World Surgery offers a competitive benefits package including group medical, dental, and vision plans; 401k with enhanced 4% employer match; employer paid life insurance; voluntary short and long-term disability insurance; Employee Assistance Program; 8 paid holidays; and unlimited Paid Time Off.

One World Surgery is an Equal Opportunity Employer and provides equal employment opportunities to all candidates without regard to race, color, religion, national origin, age, sex, sexual orientation, gender identity, marital status, ancestry, physical or mental disability, veteran status, or any other legally protected characteristics. One World Surgery is committed to providing reasonable accommodation, as required by law.

Apply here