

Managing Director

September 2025



Note from the President

Dear Prospective Candidate,

Thank you for your interest in the Managing Director position at AguaClara Reach. We're honored that you're considering joining us at a pivotal moment in our journey to expand access to safe drinking water on tap.

According to the WHO & UNICEF, 1 in 3 people globally still lack access to safe drinking water, and recent research from *Science* estimates that nearly 4 billion people experience water insecurity. These staggering numbers underscore the urgency of our mission and the opportunity before us. AguaClara Reach brings a bold new approach to drinking water treatment: open-source, gravity-powered, and designed specifically for small communities that are often left behind by conventional infrastructure.

We are a small nonprofit with a big vision. Our work is rooted in creating and sharing better technologies so that communities can have safe water on tap, not just today, but year after year. What sets us apart is not only our innovative technology, but our innovative process: we co-create solutions with communities, implementation partners, and researchers. Our systems are designed to be operated and maintained locally, and our open-source model ensures that knowledge and impact are shared freely.

I've been involved with AguaClara for over a decade, starting as a student researcher at Cornell University, where I eventually became Team Lead for the 100-person AguaClara research team

focused on drinking water and wastewater treatment. I joined the Board of Directors in 2019 as Secretary and have served as Board President since 2021. I've stayed with this work because I believe in its power, not just the technology, but the community behind it. AguaClara Reach is full of inspiring people who are deeply committed to equity, sustainability, and innovation.

In recent years, we've expanded our geographic footprint, launched new programs, and diversified our funding sources. We're currently growing our work in Puerto Rico and strengthening partnerships across Latin America, the Caribbean, and the U.S. As the only organization developing open-source, gravity-powered treatment systems for small communities, we're addressing a critical gap in the global water sector—and we're ready for the next scale-up stage.

As we prepare for this exciting transition, we're looking for a leader who shares our growth mindset and is grounded in our core values: love, integrity, equity, learning, and innovation. These values guide everything we do, from how we design our systems to how we build relationships and measure success.

To our staff, board, partners, and volunteers—thank you for making this work possible. And to you, candidate, thank you for considering joining us. We can't wait to learn more about you.

Warmly, Zoe Maisel President, Board of Directors AguaClara Reach

About AguaClara Reach

AguaClara Reach (ACR) is a growing 501 (c)(3) nonprofit that is dedicated to creating and sharing better technologies so that communities can have safe water on tap.

Mission

AguaClara Reach advances global access to safe drinking water through design and innovation of community-scale, gravity-powered water treatment technologies, capacity building with local implementation partners, and research and education with university partners.

History

The initial AguaClara technologies were developed at Cornell University by a student-based research program in 2005. The goal of the program was to design drinking water treatment plants that would last for decades in resource-limited communities and provide open-source access to their research and technological advancements. AguaClara technology is now in operation at 26 water treatment plants, serving over 105,000 people in Central America and India. In 2017, AguaClara Reach was established to expand on the previous successes of the AguaClara program, as a nonprofit organization. AguaClara Reach now leads the development and implementation of AguaClara

technologies, with the continued mission of bringing safe drinking water on tap to communities around the world.

For more information about AguaClara Reach, [visit our website](#).

Programs

AguaClara Reach's programs include:

- **Research programs:** AguaClara Reach collaborates with their partner research organizations at Cornell University, New Jersey Institute of Technology, and Ohio State University to accelerate innovation. This research guides many of their technological innovations as well as fosters a meaningful academic opportunity for students.
- **Innovation programs:** Their programs also include ongoing development with their innovation and implementation partner in Honduras, Agua Para el Pueblo. This makes it possible for them to introduce new technologies.
- **Implementation programs:** In partnership with Agua Para el Pueblo, ACR implements their technology throughout the world in collaboration with other implementing and funding partners. This is where they implement projects that bring communities access to safe water.



The Role

Role:

Managing Director

Hours:

Full time, Exempt

Location:

100% remote work

Salary:

\$110,000 to \$130,000 Annual Salary (Plus Benefits)

Travel:

~20%

Job Summary

The Managing Director provides leadership and strategic vision for AguaClara Reach (ACR) ensuring alignment with ACR's mission, vision, and values. This role fosters professional and mutually beneficial relationships with the Board, Staff, Partners, Volunteers, Donors, and water sector professionals. Working in close partnership with the Board and Staff, the Managing Director ensures that the mission is fulfilled through programs, strategic planning, partnership development, and resource development.

Responsibilities

- Identify and understand organizational and key stakeholder priorities, needs, and barriers to success
- Develop and execute organizational goals and strategies collaboratively with the Board, Staff, Volunteers, and Partners
- Collaborate closely with and report directly to the Board of Directors
- Develop innovative and strategic new partnerships and programs
- Secure funding through project and partnership revenue, grants, and donations
- Lead business development, grant administration and oversight, organizational administration, and project management
- Ensure that the operations of the organization and the utilization of resources are aligned with agreed-upon goals and strategies
- Manage staff and volunteers in line with organization values.

Candidate profile

Minimum Qualifications

- At least 7 years of senior leadership experience at an organization with an annual budget exceeding \$1,000,000
- Proven experience in securing and managing funding sources (including donors, government grants, private sector)
- Legally authorized to work in the United States
- Professional working proficiency in English.

Preferred Qualifications

- Experience in Government and Institutional Fundraising
- Knowledge and experience in Water Sanitation and Hygiene (WASH) or public health sector
- Background in global development, WASH best practices, and international program management
- Experience in nonprofit management
- Experience in contract writing and negotiation
- Multi-lingual and cross-cultural proficiency (e.g., Spanish fluency preferred)
- Willingness to travel nationally and internationally, as needed
- Ability to effectively adapt to changing priorities.

How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-0925-AguaClara Reach or Pat-Jones-CoverLetter-0925-AguaClara Reach.

Application Closing Date: 14 November 2025

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of AguaClara Reach values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

Queries

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email nkennedy@oxfordhr.com or togborn@oxfordhr.com in the first instance.





About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

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