

Chief Executive

Candidate Pack | November 2026

Letter from the Chair

By 2035, we want all one million people living in Bomet County, Kenya, to have lasting access to basic water, sanitation and hygiene services. That is the goal in Dig Deep's ten-year strategy, and our next Chief Executive will lead the charity towards it.

I have had the great joy of being a trustee of Dig Deep since 2022. In that time, I have seen first-hand the impact the charity is having, and my background in global health means I know how much that impact matters.

We have worked in Bomet County for almost 20 years. Over that time, hundreds of thousands of people have transformed their own lives through our projects. Alongside them, we have steadily strengthened the local systems that will allow communities to sustain and build on this progress long after a project ends. As a result, Dig Deep has an excellent reputation in Bomet County and across Kenya.

Our next Chief Executive will inherit a strong position. Funding has grown steadily over the last five years and the pipeline is healthy, with unrestricted income from Dig Deep Challenges, our trading subsidiary, and multi-year relationships with foundations in place.

We have long-term programme partnerships, a robust ten-year strategic plan, and an experienced team leading our work in Kenya and the UK.

It is not a small job. It means leading teams in two countries and growing the income our work depends on. It means building relationships with our partners at both local and national level, from county bodies in Bomet to national government, and supporting their relationships with the World Bank and with partners such as the Kenya Red Cross Society. All of that is measured against a goal we will be judged on in 2035. We are looking for someone with the character, skills and network to deliver the strategy, and to go further than it.

If being measured against that goal appeals to you, I would very much like to meet you.



Emily Carey
Chair of the Board of Trustees, Dig Deep





About Dig Deep

Dig Deep is an award-winning charity securing clean water, safe sanitation and good hygiene for the one million people of Bomet County, Kenya.

This morning, you may have turned on the tap without a second thought – yet in places like Bomet County, Kenya, clean water, safe sanitation and good hygiene are still out of reach for most families. As a result, waterborne disease remains one of the leading killers of children under five. Beyond the immediate health crisis, time lost to sickness and the long walks to fetch water mean children miss school and parents lose vital income. And the burden falls heaviest on women and girls.

We believe no one should have to live without clean water, safe sanitation and good hygiene.

To make this a reality, we are working hand in hand with local communities, businesses and the Kenyan government to serve Bomet's one million people – half of whom are children. Together, we are determined to ensure every child and their family gain lasting access to clean water, safe sanitation and good hygiene.

Through investing in planning, projects and partnerships, we will make this vision a reality by 2035 - saving lives, keeping children in school, and empowering women and girls.

Over the past decade, our work with the people and government of Bomet County has built the foundations for lasting access to clean water, safe sanitation and good hygiene through investing in planning, projects and partnerships:

- Planning: We supported the creation of the Bomet County WASH Masterplan (2022–2050), a data-driven roadmap that is guiding the county towards universal access to clean water, safe sanitation and good hygiene. This plan has already been instrumental in attracting multiple rounds of World Bank investment.
- Projects: To date, our school and community projects have reached over 200,000 people, providing clean water, safe sanitation and good hygiene. These blueprints are now being scaled up through our planning and partnerships to accelerate progress towards universal access.
- Partnerships: We helped found the Bomet WASH Hub, a new government department which provides a "one-stop shop" where government, NGOs and funding partners share data, coordinate programmes, and access training. Today, the Hub is strengthening government departments, local water and sanitation companies, and the work of other key partners such as the Kenya Red Cross and World Vision to deliver sustainable services.

Our award-winning team is made up of 30 Kenyan and British staff and trustees supported by 300+ volunteers. Our office is located in the heart of the communities we serve in Bomet County.

The Role

Role: Chief Executive

Location: Home-based in the United Kingdom, with periodic travel to Kenya

Salary: Approximately £75,000

Job Summary

Dig Deep has built a strong reputation for delivering lasting change through a bold, place-based approach to water, sanitation and hygiene in Bomet County, Kenya. With strong community partnerships, an exceptional team in Kenya, a distinctive fundraising model that includes Dig Deep Challenges, its trading arm, and a clear long-term vision, the organisation is well positioned to deepen its impact, strengthen its influence and deliver lasting change for communities across Bomet.

The Chief Executive will build on these strong foundations, providing strategic leadership while driving income growth, strengthening partnerships and ensuring long-term sustainability. Working closely with the Board, senior colleagues in Kenya and the Challenges team, the successful candidate will lead the organisation's next chapter, raising its profile and strengthening its position as a respected voice within the WASH and international development sectors.

This role calls for an ambitious and entrepreneurial leader who can inspire others around a compelling vision, build meaningful partnerships and unlock new opportunities for growth, income and impact. Combining strategic leadership with strong external engagement and fundraising capability, the successful candidate will help ensure Dig Deep continues to deliver transformational outcomes in Bomet County, while enhancing the organisation's influence, financial resilience and long-term sustainability.





Responsibilities

Strategic Leadership

- Lead the organisation through its next phase of development, building on strong foundations while identifying opportunities for innovation, growth and increased impact.
- Champion Dig Deep's unique model and position the organisation as a leading voice within the WASH and international development sectors.
- Ensure the organisation remains ambitious, agile and focused on achieving sustainable change for communities across Bomet County.

Fundraising, Business Development and Partnerships

- Lead the development and delivery of a fundraising and income diversification strategy that supports long-term sustainability.
- Secure and grow income from trusts and foundations, corporate partners and major donors, while further developing strategic funding partnerships with NGOs, multilaterals and public-sector funders.
- Develop and communicate a compelling case for support that inspires investment in Dig Deep's work, acting as the organisation's principal ambassador, representing Dig Deep with supporters, funders, policy makers and sector leaders.

Organisational Leadership

- Foster a high-performing, inclusive and collaborative organisational culture.
- Support and empower colleagues across the UK and Kenya, ensuring teams are aligned around shared objectives and values.
- Lead organisational development initiatives that strengthen capability, performance and resilience.

Governance and Stewardship

- Ensure strong financial stewardship, organisational compliance and risk management.
- Provide the Board with clear, timely and insightful information to support effective decision-making.
- Promote a culture of transparency, accountability and continuous improvement.

Strategic Partnerships and External Engagement

- Build strong, trusted relationships with colleagues in Kenya, fostering a collaborative, one-team culture that supports Dig Deep's long-term impact in Bomet County.
- Work closely with the Dig Deep Challenges team to maximise the impact, profile and income-generating potential of the charity's trading arm.
- Act as a compelling ambassador for Dig Deep in the UK and internationally, building and maintaining strategic relationships with funders, partners, sector leaders and other key stakeholders to enhance the organisation's profile, influence and sustainability.

Candidate Profile

We are seeking an ambitious and entrepreneurial leader who can inspire others around a compelling vision, build meaningful partnerships and lead Dig Deep through its next phase of growth, sustainability and impact.

Experience

- Leadership experience within international development, with an understanding of WASH, public health or climate resilience, with responsibility for organisational performance and growth.
- A strong track record of fundraising, income generation and securing sustainable funding from a range of sources.
- Experience developing and delivering organisational strategy, translating vision into measurable impact.
- Experience working effectively with Boards or Trustees and leading, motivating and developing high-performing teams.

Knowledge and Expertise

- Experience securing funding, engaging donors and developing sustainable, diversified income streams.
- Understanding of the international development landscape, including evolving funding trends, partnership models and locally led approaches to sustainable impact.
- Experience of governance, financial oversight, risk management and organisational sustainability.
- Understanding of cross-cultural leadership and experience building effective international partnerships.

Skills and Leadership Attributes

- A strategic and entrepreneurial leader who can translate vision into action, identify opportunities and drive sustainable growth.
- An accomplished relationship builder who quickly establishes trust, credibility and productive partnerships with a wide range of stakeholders.
- An exceptional communicator and influencer, able to inspire others, build support and represent the organisation with confidence and authenticity.
- A collaborative leader with sound judgement and strong decision-making skills, who empowers others and builds high-performing teams.

Personal Qualities

- Ambitious, purpose-driven and motivated by the opportunity to create meaningful and lasting social impact.
- Collaborative, inclusive and emotionally intelligent, with the ability to bring people together around a shared vision.
- Humble, authentic and accountable, demonstrating openness, transparency and a low-ego approach to leadership.
- Resilient, adaptable and innovative, with a commitment to partnership-based working and respect for local leadership.

Desirable

- Knowledge of WASH and water security.
- Knowledge of East Africa and/or Kenya.



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 the 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)-Organisation e.g., Pat-Jones-CV-1126-DigDeep or Pat-Jones-CoverLetter-1126-DigDeep.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government's new regulations will apply. For further information visit the Home Office website at https://www.gov.uk/browse/visas-immigration/work-visas.

Timeline

- Closing Date: 11th January 2027 at 9am GMT
- First Stage Interviews: w/c 1st March 2027 (TBC)
- Final Interviews: w/c 8th March 2027 (TBC)

Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the Oxford HR Consultant email address (see below) to their safe senders list and regularly check their spam folder.

Equality Statement

Equality and diversity are at the core of Dig Deep's 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 at vserra@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 have 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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