Job Posting: Executive Director, Latin America Region

Who we are: World Pediatrics (WP) partners with governments, health workers, and organizations to ensure that children in lower-resource settings have access to safe, timely surgical care. When children are healed, the social and emotional health of families is restored, and the economic productivity of communities is strengthened.

OUR CORE VALUES

- **Kids First:** We are accountable to the children.
- **Equitable Access:** We empower opportunity.
- **Rooted in Community:** We build for a sustainable future.
- **Best Practice to Next Practice:** We innovate and transform.
- **Shoulder-to-Shoulder:** We operate with unity and integrity.

Learn more about us by visiting https://worldpediatrics.org/.

Job Scope

The Executive Director, Latin America Region provides executive leadership for World Pediatrics' strategy, programs, operations, partnerships, financial performance, resource development, and growth across Latin America. This leader translates organizational strategy into regional and country priorities that expand access to specialized pediatric care, strengthen local and regional capacity, increase sustainability, and enable more children to receive the care they need. As a member of the Senior Leadership Team, the Executive Director represents regional needs, opportunities, and perspectives in organizational decision-making and serves as the primary liaison among Country Directors, regional teams, organizational leadership, and cross-functional departments.

ESSENTIAL DUTIES: The essential duties of this role include, but are not limited to, the following:

Strategic, Program, and Regional Leadership

- Set regional direction in alignment with World Pediatrics' mission, strategy, values, and impact objectives, translating organization-wide priorities into actionable country plans, resource requirements, performance indicators, and measurable outcomes.
- Oversee programs that increase children's access to appropriate specialized pediatric care while strengthening sustainable local capacity and addressing barriers to care.
- Guide the development and continuous improvement of referral networks, patient navigation, provider development, hospital partnerships, and sustainable specialty-care models, including intra-regional and external referral pathways.
- Use program data and performance indicators to improve quality, guide priorities, allocate resources, and balance immediate patient needs with long-term health-system development.

Country Leadership, Talent, and Operational Excellence

- Lead, support, and develop Country Directors and geographically dispersed teams, establishing clear expectations, decision authority, accountability, and performance follow-through.
- Partner with Human Resources on regional talent planning, recruitment, onboarding, compensation coordination, performance management, professional development, retention, and succession planning.
- Promote collaboration, shared learning, responsible resource sharing, leadership capacity, and regional ownership while respecting local context and maintaining organizational standards.
- Strengthen consistent operations, cross-functional coordination, reporting, compliance, data use, and processes that improve quality, efficiency, scalability, and accountability.

Financial Stewardship and Resource Development

- Provide executive oversight of the region's P&L, annual budgets, forecasts, restricted funding, revenue, expenditures, cash and funding risks, and overall financial performance.
- Develop regional budgets with Country Directors and Finance, monitor variances and resource needs, evaluate program sustainability, and take or recommend corrective action.
- Ensure grants and restricted funds are used in accordance with donor intent, approved budgets, program objectives, and organizational requirements.
- Lead regional strategies to mobilize financial, institutional, medical, technical, and in-kind resources; diversify revenue; strengthen country fundraising capacity; and reduce dependency on individual funding sources.

Partnerships, Governance, Risk, and Accountability

- Cultivate senior-level relationships with hospitals, governments, ministries of health, medical institutions, community organizations, foundations, corporations, donors, and other strategic stakeholders.
- Identify and negotiate partnerships that expand access to care, strengthen local systems, leverage resources, and advance sustainability; represent World Pediatrics in regional discussions and strategic initiatives.
- Keep the Chief Executive Officer informed of regional performance, material developments, opportunities, and emerging risks; support Executive Board and committee work as assigned.
- Ensure compliance with organizational policies, donor and grant requirements,

applicable local requirements, and program standards, and identify, manage, and escalate material operational, financial, legal, partnership, reputational, safeguarding, and programmatic risks.

QUALIFICATIONS

- Bachelor's degree in public health, healthcare administration, international development, nonprofit management, business administration, or a related field; master's degree preferred.
- At least 10 years of progressively responsible leadership experience in international nonprofit, healthcare, global health, international development, or a related sector.
- Demonstrated success leading multi-country or geographically dispersed programs and teams.
- Significant experience with P&L oversight, budgeting, forecasting, restricted funds, strategic planning, and resource allocation.
- Experience developing strategic partnerships and working with senior government, healthcare, institutional, philanthropic, and/or corporate stakeholders.
- Demonstrated ability to lead organizational change, process improvement, and implementation of strategic initiatives across varied healthcare, cultural, regulatory, and organizational contexts.
- Professional proficiency in English and Spanish, written and spoken.
- Ability and willingness to travel domestically, regionally, and internationally approximately 30% of the time, primarily throughout Latin America.

SUCCESS FACTORS

- **Executive and strategic leadership:** Translate complex, multi-country strategy into focused regional execution.
- **Program growth and health-systems thinking:** Build scalable approaches that expand pediatric access while strengthening local capacity.
- **Financial stewardship and resource development:** Apply sound judgment to budgets, restricted funds, resource allocation, fundraising, and sustainability.
- **People and partnership leadership:** Empower Country Directors and teams while cultivating influential relationships across sectors and cultures.
- **Operational improvement and data-driven decisions:** Turn programmatic and financial information into systems, priorities, and measurable action.
- **Communication, judgment, and integrity:** Navigate ambiguity and competing priorities with credibility, accountability, stewardship, and the highest ethical standards.

WORK ENVIRONMENT

- 30% travel; candidate will need to travel to regional locations regularly.
- Work arrangement (in-office or remote) will be based on the selected candidate's location. World Pediatrics maintains an office in Belize; candidates based in Guatemala or Honduras will work remotely. Candidates must currently reside and be legally authorized to work in one of these locations.
- Travel may involve trips of varying duration based on programmatic and organizational needs.

PHYSICAL REQUIREMENTS

- Ability to perform the essential functions of the position with or without reasonable accommodation.

COMPENSATION & BENEFITS:

The starting salary range for this position will vary based on the candidate's geographic location and relevant experience and will be discussed with qualified candidates during the recruitment process.

HOW TO APPLY:

If you are seeking to grow with an organization that is passionate about providing thousands of children with access to lifesaving and life-changing care, we would love to talk with you!

To apply, please email your resume and cover letter to *recruiting@worldpediatrics.org* no later than November 13, 2026.

World Pediatrics is committed to creating an inclusive work environment and welcomes applications from all genders, races, religions, sexual orientations, ages, and other groups that bring diverse perspectives to our organization.