

SAMS Role Deconstruct: Program Manager (Consultant) Nepal | Pure Earth

(What the role truly involves and how to assess your fit)

Why This Role Deconstruct

A SAMS Role Deconstruct helps candidates understand the real expectations of a role beyond the formal vacancy announcement. It clarifies the programme mandate, leadership expectations, stakeholder context, operating demands, and likely performance markers so you can assess your fit with greater accuracy.

This is particularly useful for a senior country-facing environmental health role where success depends on much more than technical subject knowledge. The Program Manager will need to combine programme delivery, government and partner engagement, policy and regulatory understanding, evidence use, field implementation, monitoring and learning, and team coordination in a developing country programme.

What This Role Is Really About

This is not simply a technical environmental health role. Nor is it only a project-management or stakeholder-engagement position.

This is a senior, full-time consulting assignment intended to help Pure Earth strengthen and deliver its Nepal programme on lead exposure and other toxic pollution risks. The Program Manager will support strategic direction and programme implementation while working across government, technical partners, communities, research institutions, industry and other stakeholders.

The successful candidate will need to operate at the intersection of:

- Environmental and public health programming, especially lead (Pb), toxic metals, contaminated sites and related exposure risks
- Government engagement, institutional coordination, regulatory dialogue and policy development
- Programme planning, workplans, budgets, timelines, resource allocation and delivery against milestones
- Technical implementation, including source-analysis studies, response planning and exposure-mitigation activities
- Monitoring and evaluation, data collection, learning, adaptation and donor/stakeholder reporting
- Partnership-building across government, civil society, academia, industry, communities and regional/national organisations
- Team and consultant oversight, mentoring, capacity building and coordination with multidisciplinary technical experts

The central challenge is to convert technical evidence on lead exposure and toxic pollution into a well-managed, locally relevant programme that can work effectively with government systems, partners and communities. The role therefore requires both environmental-health credibility and strong programme leadership.

The Role's Strategic Priorities

During the initial 12-month engagement, the role will likely focus on:

1. Establishing a Strong Nepal Programme Delivery Platform

Turning Pure Earth's strategic intent into a practical country programme and work plan, with clear milestones, timelines, budgets, resource allocation, partner roles and implementation discipline.

2. Building Government Relationships and Advancing Regulatory Solutions

Developing trusted working relationships with relevant government agencies and supporting policy and regulatory approaches that strengthen toxic-metal management, lead-exposure monitoring, response and prevention.

3. Translating Technical Evidence into Field Action

Working with technical experts and partners to support source-analysis studies, response plans and exposure-mitigation activities, while ensuring technical findings inform programme decisions and stakeholder engagement.

4. Embedding Monitoring, Data and Adaptive Management

Leading M&E and data-collection efforts in line with project goals, tracking effectiveness and progress, and using evidence to adjust activities and improve outcomes.

5. Strengthening Partnerships and Stakeholder Alignment

Bringing together government, academia, industry, civil society, community organisations and other partners around evidence-based approaches to lead exposure assessment, mitigation, monitoring and prevention.

6. Delivering Through Teams, Partners and Cross-Functional Coordination

Supervising and mentoring staff and/or consultants, coordinating with Pure Earth's Regional, India and Headquarters teams, and ensuring timely reporting and effective execution across multiple workstreams.

Your Scope of Responsibility

Reporting to the Regional Director, Asia, Pure Earth, and working closely with the Country Director, India, Technical Advisors, and MEL, Communications and Finance teams at the India office and Pure Earth Headquarters, the role includes:

Programme Leadership and Delivery

Supporting the strategic direction and execution of Pure Earth initiatives in Nepal; developing and overseeing workplans and timelines; managing programme milestones, budgets, resources, partners and staff/consultants; and helping ensure activities respond to host-country and donor priorities.

Programme Planning and Country Context

Working with Regional and Technical teams and partners to develop a high-quality country programme and work plan suited to the Nepal context, complementary to government and donor development plans and aligned with Pure Earth's vision and mission.

Technical Coordination and Implementation

Working with technical experts to implement source-analysis studies, response plans and exposure-mitigation activities, and coordinating field implementation with local and Headquarters-based technical partners and staff.

Monitoring, Evaluation, Data and Reporting

Leading M&E in line with project goals; overseeing data collection on lead exposure and sources; using evidence to monitor progress and adapt implementation; promoting learning; and supporting accurate, timely reporting to donors and stakeholders.

Government, Policy and Stakeholder Engagement

Cultivating relationships with government and other stakeholders; supporting regulatory and policy solutions; engaging industry, academia, community organisations and the public; advocating for stronger frameworks; and facilitating workshops and stakeholder education.

Team Leadership and Capacity Building

Providing oversight, management and mentoring to staff and/or consultants under the role's responsibility, while strengthening collaboration, communication and implementation capacity across the programme.

What Success Looks Like

By the end of the initial 12-month engagement, success would likely be visible through:

- A clear, locally grounded Nepal programme and work plan that is aligned with Pure Earth priorities and responsive to government and donor context
- Programme milestones being managed through disciplined workplanning, timelines, resource allocation and budget oversight
- Strong and constructive relationships with relevant government agencies and other priority stakeholders
- Meaningful progress on policy and regulatory engagement relating to lead exposure, toxic metals and environmental health
- Source-analysis, response-planning and exposure-mitigation activities being coordinated effectively with technical experts and partners
- A functioning M&E and data-collection approach that tracks progress, informs decisions and supports programme adaptation
- Accurate and timely programme reporting to donors and stakeholders

- Effective engagement with academia, industry, civil society, communities and other partners to strengthen evidence use and programme implementation
- Staff and/or consultants receiving appropriate direction, mentoring and coordination
- Evidence that Pure Earth's Nepal programme is building a credible platform for sustained action on lead exposure and toxic pollution

Who Will Thrive in This Role

This role is suited to a senior programme professional who brings:

- A Master's degree in Environmental Science, Public Health or a related field
- Around 10-15 years of experience managing large-scale, multi-stakeholder programmes in complex operating environments
- Strong exposure to government engagement, institutional coordination and programme delivery
- A background in environmental or public health programmes, particularly lead pollution, contaminated sites, toxic substances or related exposure risks
- A sound understanding of regulatory issues related to environmental health and toxic substance management
- Solid programme-management capability, including field implementation
- Experience supervising and mentoring teams and coordinating multidisciplinary technical inputs
- The ability to use evidence and data to develop practical solutions to complex environmental-health challenges
- Strong interpersonal, communication, stakeholder-management and capacity-building skills
- Professional fluency in English and working knowledge of Nepali and/or other relevant local languages
- Authorisation to work in Nepal and willingness to travel within Nepal and regionally as required

Profiles combining environmental or public-health credibility, strong government engagement, programme-delivery discipline, policy and regulatory understanding, field orientation, data-informed management and mature stakeholder leadership are particularly well aligned.

This Role May Not Be Ideal If

This role may not suit you if:

- Your experience is primarily technical research, advocacy, consulting, clinical/public-health practice or project support, with limited responsibility for end-to-end programme delivery
- You have limited experience managing large, multi-stakeholder programmes or coordinating complex operating environments
- You have little exposure to government engagement, institutional coordination, policy or regulatory processes
- You have limited familiarity with environmental health, toxic pollution, lead exposure or adjacent public-health risks
- You are uncomfortable managing workplans, budgets, resources, partners, staff/consultants and competing implementation priorities
- You prefer desk-based roles and have limited interest in field implementation, stakeholder travel or community-facing work
- You are not comfortable using monitoring data and evidence to adjust programme implementation
- You have limited experience working across multidisciplinary technical teams and external partners
- You do not have the required working knowledge of Nepali and/or other relevant local languages
- You are not already authorised to work in Nepal

Operating Context

- Organisation: Pure Earth
- Location: Nepal
- Role: Program Manager (Consultant)
- Reporting: Regional Director, Asia, Pure Earth
- Key working relationships: Country Director, India; Technical Advisors; Regional and Technical teams; MEL, Communications and Finance teams in India and at Pure Earth Headquarters
- Core agenda: Programme leadership and implementation addressing lead exposure and other toxic pollution risks in Nepal

- Nature of engagement: Full-time consulting engagement through Pure Earth Global
- Duration: September 1, 2026 through August 31, 2027, with possibility of renewal upon successful performance
- Travel: Within Nepal and regionally, as required
- Language: Professional fluency in English; working knowledge of Nepali and/or other relevant local languages required
- Work authorisation: Applicants must have authorisation to work in Nepal
- Compensation: Competitive and aligned with remuneration offered by other international non-profits for similar roles; final offer commensurate with experience, suitability and salary history

The role operates in a high-accountability, multi-stakeholder environment where credibility will be built through programme delivery, environmental-health understanding, government and partner relationships, evidence use, field orientation, regulatory maturity and the ability to coordinate people and technical inputs across organisations.

Before You Apply - A SAMS Reality Check

You are likely a strong fit if you can confidently say:

- I have the seniority and programme-management experience to lead a complex environmental or public-health portfolio rather than only contribute to one workstream.
- I can build trusted relationships with government agencies and work constructively within policy and regulatory processes.
- I understand environmental-health and toxic-substance issues, and I can engage credibly with technical specialists on lead exposure, contaminated sites or related risks.
- I can translate strategy into a practical work plan with milestones, budgets, resources, partners and clear implementation accountability.
- I am comfortable working in the field and coordinating activities with communities, partners and technical teams.
- I can use monitoring data and evidence to assess progress, adapt implementation and improve programme outcomes.
- I can communicate effectively with donors, government, technical experts, academia, industry, civil society and community stakeholders.
- I can supervise, mentor and coordinate staff and consultants while working across Regional, India and Headquarters teams.
- I have the required Nepali/local-language capability, am authorised to work in Nepal and can travel as the role requires.
- I am motivated by the opportunity to help build a durable Nepal programme that reduces lead exposure and other toxic pollution risks.

Closing Note

This is a distinctive opportunity for a senior programme professional who wants to help build and deliver Pure Earth's environmental-health work in Nepal.

The role offers the opportunity to work closely with government, technical experts, communities, research institutions, industry and development partners while translating evidence on lead exposure and toxic pollution into practical programme, policy and mitigation action.

It demands programme leadership, environmental-health understanding, implementation discipline, stakeholder maturity, evidence use, policy and regulatory awareness, team coordination and field orientation - and offers the chance to help build a durable platform for pollution and health action in Nepal.

Prepared by Strategic Alliance Management Services Pvt. Ltd. (SAMS) as a role-clarity and candidate self-assessment tool.