

## Program Manager Latin America

- Remote in Peru/Colombia/Nicaragua
- Full time

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### About Progreso Foundation

Progreso Foundation empowers smallholder farmers in the coffee and cocoa value chains to gain better incomes, improve their quality of life, and farm sustainably. To achieve this, we support cooperatives to become professional and sustainable businesses, ready for investments and meeting market requirements. We establish long-term and trusted partnerships with producer organizations and are their first line of support on ground. We implement three pillars: training and coaching through our Technical Assistance programs, small-scale trade finance loans through the Progreso Fund, and digitalized data management and traceability through Beyco. Progreso is active in seven focus countries throughout Latin-America, Africa, and Asia.

In Latin-America, Progreso implements projects in Peru, Colombia and Nicaragua, supporting 45 cooperatives with technical assistance and Trade Finance and reforestation microfinance loans. In every country a dedicated team is responsible for the implementation of the program.

### About the position

Progreso is looking for a Program Manager Latin-America. The Program Manager is responsible for the planning, implementation and administration of our projects and operations in the region. The Program Manager leads the Latin America team consisting of in-country project managers and expert consultants, and reports to the Managing Director. This is a full-time (40 hours per week) position on a consultancy contract basis, with a remuneration depending on the candidate's experience. The candidate needs to be based in Peru, Colombia or Nicaragua.

### Main tasks

The Program Manager has the following key responsibilities:

- **Program Management.** Efficiently manage the Latin America portfolio. Currently, the portfolio includes 45 beneficiary organizations (22 in Peru, 14 in Colombia, and 9 in Nicaragua) and is structured around three core programs: Technical Assistance, Progreso Fund, and the Blueprint Coffee/Cocoa (Beyco). Responsibilities include ensuring the proper execution of activities within each program, monitoring and tracking KPIs and budget, and providing quarterly progress reports to donors.
- **Proposals & Budgeting.** Formulation of proposals for international cooperation. Considering the TOC structure, logical framework methodologies, SMART KPI formulation and projected budget.
- **Progreso Fund.** Provide support to the credit analyst for pipeline of potential organizations. Ensure high quality loan and project applications with the country managers and provide advice on the approval to the Fund Manager.
- **Financial Management:** Expert knowledge of financial analysis - related to financial statements of coffee/cocoa producer organizations (POs), conduct vertical/horizontal analysis, and assess financial indicators. Assist organizations in creating projected cash flows and income statements that reflect their specific circumstances and liquidity/financing needs.

- **Strategic Alliance Management:** Develop strategic plans for new projects with Producer Organizations (POs), aligning with the key sustainability framework in the coffee and cocoa industry; identify and secure opportunities to scale projects with international cooperation agencies. Identify beneficiary partners (POs), market clients (traders), and strategic allies; contribute to negotiating agreements with private/public partners to implement innovative projects; coordinate project field visits with or for clients/partners.
- **Monitoring, evaluation and learning:** Adapt and implement data collection tools, consolidate and analyze data, contribute to the periodic presentation of reports on compliance with indicators/ KPIs and budget. Perform monthly follow-up of projects with country managers and based on the results, propose tools or processes for continuous improvement within the team.
- **Teamwork:** Actively collaborate with team members across Peru, Colombia and Nicaragua. Be a leader and ambassador of Progreso's work. Contracting relevant consultants and service providers in our project
- **External representation and communication:** Maintaining relationships with our main donors, our cooperative partners, and other relevant stakeholders (such as financial institutions, governmental actors, buyers, other NGOs, etc). Promote the use of the tools of Progreso; as well as support the development of marketing and communication for its projects.

## What we are looking for

Strong skills in project management and financial analysis focused on rural projects; you've demonstrated technical ability in developing new projects; and you're passionate about initiatives with coffee and cocoa producers, microfinance, agroforestry, and conservation.

## Requirements:

- Minimum 8 years of experience working in Program and Financial management, related to coffee and cocoa producer organizations;
- Relevant Degree (International Business/Economics, Rural Development, Agro business, Accounting, Finance, etc.);
- Degree in Engineering/Economics/Accounting/Administration.
- Graduate of a Master's or Specialization in Financial Management and or MBA;
- Experience in managing multi-stakeholder initiatives with financiers, government partners and clients/funders across Latin America
- Leadership skills for teamwork and effective and efficient management
- Fluency in Spanish and Advanced English (spoken and written);
- Experience with Salesforce is an advantage;
- Experience in the coffee and/or cocoa sector is an advantage.

## Personal profile:

- Affinity with sustainability and business development;
- The ability to work well independently as well as in a team;
- Ambitious, with proven experience in project and/or program management;
- An entrepreneurial mindset and approach to sustainable poverty alleviation in the agricultural value chain context in collaboration with smallholder's producer organizations;
- A proactive and flexible working attitude. Feel comfortable to work in a small organization in which a great amount of independence and personal initiative is expected;
- Effective time management; setting priorities and meeting deadlines;
- Connector and communicator to maintain and strengthen relationships with stakeholders.

## What we offer

An opportunity to be part of Progreso's mission in making the coffee and cocoa supply chains more sustainable.

- An excellent working atmosphere and entrepreneurial environment with loads of freedom and growth opportunities.
- An opportunity to be part of an international organization and exchange with colleagues in Asia, Latin-America, and The Netherlands.
- A full-time position with a market-competitive remuneration based on a consultancy contract.

Interested? Please send your resume and a cover letter before 04-10-2026 [admin@progreso.nl](mailto:admin@progreso.nl) Virtual interviews will be held between 13 and 15th of April. Preferred starting date 20th of April 2026.