



Job Opening

– Technology Development Engineer –

Caminos de Agua is looking for a creative, multi-talented engineer to solve the technical challenges of our community water treatment program, Nuestra Agua

Full-time position - Based in San Miguel de Allende, Gto.



José María Correa #23A
Colonia Santa Cecilia
San Miguel de Allende, Gto
México 37727
T: (+52) 1 415-104-6570
info@caminosdeagua.org
www.caminosdeagua.org

Position: Technology Development Engineer
Compensation: 18,000 – 22,000 MXN pesos net per month.
Benefits: 20 days of annual vacation and flexible schedule
Type: Full-time
Duration: Minimum 3-year commitment (Essential)
Reports to: Director of Technology
Location: San Miguel de Allende, Gto.
Start date: September 2026

Deadline to receive CVs: August 7, 2026.

Caminos de Agua – Organizational Description

Caminos de Agua's (Caminos) mission is to improve human health and community well-being through adequate and affordable access to safe drinking water. We develop, design, and implement water solutions with at-risk communities in our watershed in central Mexico, and leverage these solutions for others facing similar water challenges around the world. We work in collaboration with local communities, grassroots organizations, leading research institutions worldwide, government, and other diverse actors to innovate and implement water solutions that facilitate adequate and affordable access to clean water.

Our main programs include: water quality monitoring, water technology development, including the [Groundwater Treatment System \(Nuestra Agua\)](#), the community application of water and sanitation solutions (for example, rainwater harvesting systems and ecological dry toilets), educational programs and materials, and collaboration and network-building, to drive systemic change.

We are a mix of Mexicans and resident immigrants, technologists and community organizers, researchers and educators, united by our shared concern for public health and well-being. Caminos de Agua is a nonprofit organization registered as a 501(c)(3) in the United States, as well as a Mexican Civil Association (A.C.).



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Job Description – Technology Development Engineer

The Engineer will carry out their activities within the technology development team. We are looking for someone with a demonstrated ability to establish technical diagnoses and develop solutions from the conceptualization and prototyping phase through to implementation in real-world situations. Topics covered will include hydraulics, process engineering, electricity, and mechanics. Above all, we are looking for intellectual curiosity, agility and autonomy in the learning process, more than extensive experience in each of the areas mentioned.

The selected person will be responsible for the development and continuous improvement of the technical processes behind our *Nuestra Agua* program: manufacturing of adsorption media (bone char), optimization of our regeneration process, optimization of the treatment train of our *Nuestra Agua* systems, etc. Great importance will be placed on the ability to integrate the contexts of our end users into the development process.

Specifically, the Technology Development Engineer will support *Nuestra Agua* operational processes (design and startup of new *Nuestra Agua* systems, field troubleshooting, technical support to operators).

They will report their hours and work to the Director of Technology. Close collaboration is expected with the *Nuestra Agua* Project Engineer, and communication with the Community Implementation and Education team, including the *Nuestra Agua* socio-technical promoter, who directly coordinates the community implementation of *Nuestra Agua* systems.

Primary Responsibilities

- Diagnosis, technical and operational improvement of *Nuestra Agua* support processes:
 - Technical-economic assessment of the current state of each process and identification of improvement opportunities;

- Identification of available options; design and implementation of study plans, prototypes, and pilot studies;
- Validation and implementation of selected solutions:
 - Organization of internal processes (SOPs, quality control, operational efficiency);
 - Capacity transfer for processes in communities;
- Optimization and continuous improvement;
- Processes of interest include:
 - Production of bone char for fluoride removal through pyrolysis;
 - Chemical regeneration of used bone char;
 - pH adjustment processes in water treatment systems;
 - Disinfection and biofilm control;
- Targeted support for *Nuestra Agua* program operational processes, in collaboration with the *Nuestra Agua* project engineer:
 - Implementation and performance monitoring of *Nuestra Agua* systems;
 - Technical design of *Nuestra Agua* systems;
 - Community and technical assessment to determine the feasibility of future *Nuestra Agua* systems;
 - Participation in *Nuestra Agua* community processes;

Required Skills and Qualifications

- Bachelor's degree (or higher) in science or engineering with a minimum of 3 years of experience
- Multidisciplinary profile, with demonstrated ability to learn new disciplines independently and quickly;
- Strong skills and experience in process engineering and in at least one of the following fields:
 - Hydraulics;
 - Electricity;
 - Mechanics;
- Experience with experimental design and statistical data analysis;
- Ability to create technical drawings (using CAD software);



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- Proficiency in Microsoft Office, including expertise in Excel;
- Languages: Spanish and English:
 - Fluency in one: native speaker or advanced level (TOEFL >100, CEFR or DELE C2, etc.);
 - And intermediate level in the other: TOEFL >72, CEFR or DELE B2 or higher, etc.;
- Valid driver's license; able to drive both automatic and manual transmission vehicles;
- Ability to carry out abstract tasks and work independently;
- Demonstrated ability to solve problems and challenges as they arise;
- Ability to structure, prioritize, and develop work plans aligned with objectives;
- Ability to work with a multidisciplinary and international team;
- Respect for diversity of gender, perspectives, and culture;
- Commitment to technology development for social justice.

Desirable Skills and Qualifications

- Experience in applied research / industrial technology development
- Basic skills and experience in the following fields (in addition to the skills covered in the previous section):
 - Hydraulics;
 - Process engineering;
 - Electricity;
 - Mechanics;
 - Computer programming;
- Aptitude for and interest in manual work (construction/plumbing/electrical);
- Experience with the design and operation of water treatment systems;
- Previous field work with rural communities;
- Group facilitation skills;
- Experience developing and/or working with sorbents for water treatment;



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To apply: Send a **cover letter** and **resume/CV** to carreras@caminosdeagua.org

Caminos de Agua is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law in Mexico or the United States.