

July 2018

JOB TITLE: Director of Mobilization, North America*Full-time salaried position with benefits*

Work location: Knoxville, Chicago or Charlotte preferred

Reports to: Director of Resources, North America

DEPARTMENT: Mobilization**OVERVIEW**

The *Director of Mobilization, North America* will design and implement mobilization strategies and oversee a mobilization team that will effectively place believers in ministry opportunities in TEAM and collaborating organizations to influence the world with the gospel of Christ. TEAM's mobilization strategies are to include new initiatives in ethnic mobilization as we have prioritized growth in the ethnic diversity of our ministry workforce, and in cross-mobilization as we have prioritized global collaboration. TEAM's mobilization work is done in close relationship with churches that send missionaries.

INDIVIDUAL PROFILE

The *Director of Mobilization, North America* will be a mature follower of the Lord Jesus Christ, be in fellowship with a Bible-believing church, and want to make a difference through involvement in world mission. This individual must personally embrace the purpose, vision, beliefs, and values of TEAM and embrace our multi-organization approach to mobilization. This director will possess critical thinking skills, demonstrate dependence on God, enjoy spiritual vitality and have an obvious passion to mobilize resources for world mission with the conviction that the church is the "sender."

PRIMARY RESPONSIBILITIES

- Develop, implement and evaluate effective recruiting and mobilization strategies for North America
- Develop, implement and manage a Kingdom-minded mobilization team that supports member organizations of "the association" that is being developed by TEAM and partner organizations
- Evaluate and understand missionary sending trends and conditions of the North American church; educate the organization(s) regarding current state/climate of the church (and worker), including future trends and their implications for how TEAM and "the association" relate to churches
- In partnership with the Global Ministry group's leadership, develop processes and strategies that directly address current ministry needs and lead to a more effective deployed missionary force
- Ensure the quality of mobilization content presented in training events and in reports to TEAM's leadership

- Collaborate and network with like-minded people and groups to share resources, knowledge, and seek improvements
- Supervise, coach, develop, and evaluate the various widely-distributed workgroups within Mobilization; identify and develop new leadership in the group; provide an appropriate development path for all who work in Mobilization
- Promote and cultivate a workplace culture which values world mission, teamwork, service, accountability, effectiveness, openness, and professionalism in an atmosphere of trust, respect, and cooperation
- Align Mobilization's priorities, efforts, and budget with TEAM and "the association's" vision and global ministry strategy; evaluate effectiveness and trends with meaningful metrics and accountability
- Comply with TEAM's selection and placement policy and participate in periodic updates to the policy
- Ensure effective and accurate use of TEAM's information systems within the Mobilization department
- Implement and cultivate a Mobilization customer service approach with TEAM's internal and external stakeholders

KEY SKILLS and REQUIREMENTS

- Prior experience in effective mobilization of North Americans for global missions; possess a comprehensive understanding of recruitment, interviewing, assessment, selection and appointment of new missionaries in alignment with professional standards and sound missiological principles
- Passionate about reaching the unreached with the gospel of Christ
- Experience in both cross-cultural and local church ministry; a solid understanding of the North American church, particularly in relation to the sending of intercultural workers
- A degree in Bible, missions or a related field
- Previous managerial experience; skilled at leading and intentionally influencing others
- Able to formulate and develop strategic goals, think strategically and cast vision
- Able to develop accountability structures; experienced at helping individuals and teams be accountable to agreed-upon objectives
- Able and eager to lead the professional development of those working in Mobilization
- Skilled and experienced at change management
- Possess strong implementation and delegation skills
- Demonstrate strong communication written and oral skills within diverse contexts in order to compellingly and biblically call God's people to participate in fulfilling the Great Commission
- Able to travel 25% annually, including 2-3 international trips
- Inclined to, and capable of, using technology
- Able to maintain confidentiality and prudence in communication

PHYSICAL REQUIREMENTS

The following abilities are required for the position:

- Communicate appropriately and clearly both verbally and in writing with telephone callers, office visitors and co-workers. Comprehend and speak English with the general public and co-workers
- Use a keyboard and mouse to enter, retrieve or transfer words or data
- Work for extended periods of time at a computer, requiring the ability to focus on and read/comprehend information on a computer screen, basic typing to enter information and/or move from screen to screen on the computer to view information
- Sit at an office desk or in a meeting room for extended periods of time
- Perform basic mathematical calculations
- Display the reading skills necessary to proofread written material
- Able to navigate international travel alone, some of which may be to developing countries that lack modern accommodations.

ABOUT THE EMPLOYER

TEAM - The Evangelical Alliance Mission is a global mission agency that collaborates with local churches to send missionaries and establish reproducing churches among the nations. We envision the church transforming our world. In order to accomplish these objectives, we subject our lives to the truth of Scripture, and we rely on God through prayer.

Applications for employment are available online at www.TEAM.org

Inquiries may be made to:

TEAM / The Evangelical Alliance Mission
400 S. Main Place, Carol Stream, IL 60188-2407
Human Resources
Ph. (630) 614-4871 <> Human.Resources@TEAM.org

STAFF JOB COMPETENCIES

The following list describes the general competencies that correspond to responsibilities, skills and requirements of the staff job description, leading to effective work. These are provided as a roadmap for (*job title*) development through Learning, Experience and Coaching. They provide the basis for annual employee development goals.

- **Interpersonal Skills**
 - Treats others appropriately with courtesy, sensitivity and respect
 - Resolves differences effectively and graciously
 - Contributes to team cooperation within and among work groups
- **Communication**
 - Listens actively and asks for clarification as needed.
 - Expresses thoughts clearly in speaking and writing
 - Selects the medium, forum and manner appropriate for the setting and culture
- **Decision-making**
 - Considers differing points of view and seeks input
 - Able to analyze facts, solve problems and make decisions
 - Demonstrates prayerful discernment and good judgment
- **Adaptability**
 - Flexible in dealing with people's differing work styles and cultures
 - Responds constructively to setbacks and changing conditions
 - Receptive to new or additional assignments
- **Task Management**
 - Demonstrates mastery of fundamentals required for the assignment
 - Plans, organizes and prioritizes workload for timely completion
 - Takes initiative that leads to effective results
- **Servanthood**
 - Shows a commitment to serve for the good of others
 - Ensures that actions meet the needs of the work context
- **Continual Learning**
 - Assesses and recognizes own strengths and weaknesses
 - Maintains a growth plan updated on a yearly basis and pursues self-development
 - Regularly meets with a growth partner for accountability and encouragement