



## ABOUT THE EMPLOYER

**TEAM - The Evangelical Alliance Mission** is a global ministry organization founded in 1890 that partners with churches to equip and send global servants who make disciples of Jesus Christ among the nations, leading to the formation of reproducing churches, going where the most people have the most need. We envision the church transforming our world, proclaiming the Gospel in both word and action.

To accomplish this purpose, we subject our lives to the truth of Scripture and we rely on God through prayer. God provides what is necessary to carry out His plan to build His Church among the nations. While only God can save, we speak His words, use His gifts, and reflect His love. Without constant reliance on God through prayer and obedience to His Word, we can do none of these things.

TEAM is both an equal opportunity employer and a faith-based religious organization. We conduct hiring without regard to race, color, ancestry, national origin, citizenship, age, sex, marital status, parental status, membership in any labor organization, political ideology, or disability of an otherwise qualified individual. The status of TEAM as an Equal Opportunity Employer does not prevent the organization from hiring personnel based on their religious beliefs so that all personnel share the same religious commitment. Pursuant to the Civil Rights Act of 1964, Section 702 (42 U.S.C. [§] 2000e[-]1(a)), TEAM has the right to and does, hire only candidates who wholeheartedly and without reservation agree with [TEAM's Statement of Faith](#).

## ABOUT YOU

Every candidate should be a believer in the Lord Jesus Christ who is in fellowship with a bible-believing church and **wants to make a difference through involvement in the global advance of Christ's Kingdom**. This individual must personally embrace the [purpose, vision, beliefs, and values of TEAM](#).

## TEAM STAFF COMPETENCIES

### Interpersonal Skills

- Treats others appropriately with sensitivity and respect
- Resolves differences effectively and graciously
- Contributes to team cooperation among workgroups

### 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

### Adaptability

- Flexible with differing work styles and culture
- Receptive to new or additional assignments
- Responds constructively to changing conditions and setbacks

### Servanthood

- Shows a commitment to serve for the good of others
- Ensures that actions meet the needs of the work context
- Embraces accountability for one's work and outcomes

### 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

### Task Management

- Demonstrates mastery of fundamentals required
- Takes Initiative that leads to effective results
- Plans and prioritizes workload for timely completion

### Continual Learning

- Assesses and recognizes own strengths and weaknesses
- Maintains a growth plan and pursues self-development
- Regularly meets with a growth partner for encouragement



## JOB DESCRIPTION

<b>Job Title:</b>	Director, International Church Ministries	<b>Revised Date:</b>	June 2021
<b>Reports to:</b>	Executive Director of Collaboration & Globalization	<b>Department:</b>	Collaboration & Globalization
<b>Work Location:</b>	Approved Remote Location	<b>Job Classification:</b>	Full-Time or Part-Time; Support-raised

The Director of International Church Ministries needs to be driven by a passion for global missions, fully embracing the purpose, vision, and values of TEAM. This individual will be personally familiar with International Church realities, enthusiastic about the strategic potential of the International Church, and committed to the development of the International Church strategy as an integral part of TEAM's strategy. He or she will have a blend of visionary and administrative gifts, able to operate fluidly with leaders while also driving implementation and process-creation.

### JOB QUALIFICATIONS:

This is a ministerial position and the following ministry-related qualifications are of paramount importance:

- Able to cast a biblical missions vision for international church ministries within the current global context
- Able to provide godly coaching and direction to those presently moving towards international church ministries
- Able to resource and serve the local church in their efforts to mobilize their own people towards international church ministries

This job also requires:

- Spiritual maturity, with a growing relationship with Jesus Christ
- Active engagement in fellowship with a Bible-believing church
- Experience in Christian mission and familiarity with TEAM's mobilization processes and culture (preferred)
- Influential vision-casting; i.e., ability to rally people behind a new and innovative initiative
- Track record of successful planning, execution and follow-through to accomplish objectives
- Knowledge of program design, implementation, and evaluation
- Ability to manage multiple projects simultaneously with a strong aptitude for organization and administration
- Ability to facilitate and give leadership to virtual meetings, managing stakeholders with different priorities
- Strong networking skills, able to connect with a broad range of networks, organizations and individuals
- Attitude of love, demonstrating compassion and respect to the constituents that we serve
- Exceptional communication skills (written, verbal, interpersonal), able to build rapport with stakeholders at different levels of the organization; i.e., someone who is winsome, loves people and gains satisfaction from helping people meet their spiritual, philanthropic and missional goals
- Ability and desire to develop a financial partnership team

### WORKING CONDITIONS AND PHYSICAL REQUIREMENTS:

The following abilities are required for the position:

- Work at a desk in an office setting; Sit at an office desk or in a meeting room for extended periods of time
- Work for extended periods of time at a computer, requiring the ability to send and receive information with necessary optical, auditory and manual dexterity (copier, scanner, etc.)
- Use a keyboard and mouse to enter, retrieve or transfer words or data information and/or move from screen to screen on the computer to view information
- Strong written and verbal communication and interpersonal skills; comprehend and speak English

- Display the reading skills necessary to proofread written material
- Perform basic mathematical calculations
- Frequent travel required (up to 15%); must be able to navigate airports and travel domestically and internationally
- Able to navigate international travel alone, some of which may be to developing countries that lack modern accommodations

## **JOB OVERVIEW:**

International Churches are an increasingly pivotal component of TEAM's global strategy. As communities of believers that are both extremely transient and from diverse national and professional backgrounds, international churches are naturally aligned with TEAM's historical strengths and representative of the globalized world we desire to reach. Since TEAM's church-planting strategy has not historically focused on international churches (i.e., communities of expatriate worshippers), the need for an international church strategy coordinator to shape and set this burgeoning strategy is critical.

The Director of International Church Ministries is a ministerial role that will provide overall leadership to TEAM's initiatives relating to international church engagement. This position aims to strategically increase the engagement and number of international church staffing. Working with mobilization, Ministry Areas, Regional Leadership and applicants directly, the Director of International Church Ministries supports the recruitment, preparation and deployment of international church staff, and provides oversight in the ministry area if needed. This role also helps resource teams, connect them to one another and acts as a liaison between mobilization inquiries from various mission agencies and non-agency-based international church staff.

The Director of International Church Ministries will be expected to raise support to cover all expenses related to this role including salary, benefits, administrative fees and ministry work funds. If ministry expenses cannot be covered by funds raised, the ministry expenses will be covered by TEAM.

## **KEY RESPONSIBILITIES:<sup>1</sup>**

- Support Mobilization by recruiting for TEAM's International Church Pathway by:
  - Working with Mobilization to resource mission coaches in recruiting International Church staff.
  - Resourcing appointee mentors in delivering pre-departure coaching and training to International Church staff.
  - Working alongside mobilizers from global sending partners to recruit International Church staff.
  - Providing support to Ministry Areas who receive International Church staff.
  - Coordinating resources across internal departments to cultivate the International Church Staff Pathway.
- Supervise International Church staff members who are not embedded in a TEAM Ministry Area with a supervisory Ministry Area Leader.
- Contextualize existing resources in the Ministry Area for use by International Church staff and churches.
- Encourage regional and Ministry Area leaders to incorporate International Church engagement into their ministry strategies.
- Network with other agencies such as Missional International Church Pathway, International Baptist Churches, Missional Impact, etc., to gather and share International Church staff stories, models, and best practices.
- Curate and organize relevant training resources and services to equip and support International Church staff.
- Connect with church and marketplace leaders within regions where International Church staff are placed.
- Establish an International Church staff presence among strategic International Church networks and churches by attending regional conferences.
- Partnership Development: Maintain prayer and financial support levels by regularly communicating with ministry partners through ministry/job updates and by visiting supporters/churches to promote the purposes and vision of TEAM.

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<sup>1</sup> Disclaimer: The information in this job description indicates the general nature and level of work to be performed. This job description is not designed to contain or be interpreted as totally comprehensive of every job duty, responsibility, or qualification required by an employee assigned to this job. While employed in this position, an employee may be required to perform other assignments not listed in the job description.

Applications for employment are available online at <https://team.org/about-us/staff-opportunities>.

Inquiries may be made to: **TEAM - The Evangelical Alliance Mission** | 400 S. Main Place, Carol Stream, IL 60188-2407

Human Resources | [Human.Resources@TEAM.org](mailto:Human.Resources@TEAM.org)