



Position Posting: Director of Mobilization, U.S. and Canada
Location: Approved Remote Location
Type of Role: Full-time; Hybrid of Salary Support
Date: July 2022

About TEAM: TEAM - The Evangelical Alliance Mission is a global Christian ministry organization founded in 1890 that partners with churches to equip and send global workers who make disciples of Jesus Christ among the nations. TEAM is both an equal opportunity employer and a faith-based religious organization. For this reason, TEAM hires only candidates who wholeheartedly and without reservation agree with and live according to [TEAM's Statement of Faith](#). TEAM staff thoroughly embrace the [purpose, vision, beliefs, and values of TEAM](#).

About the Role: The Director of Mobilization, US and Canada, establishes and leads mobilization strategies and activities to effectively achieve TEAM's mission through the cultivation, assessment and placement of believers in TEAM's ministry areas and those of its partner agencies. Leading a team of coaches and support staff, the director uses best practices to identify, cultivate, engage, and retain high-quality, vocationally committed, and spiritually mature workers to advance God's Kingdom through cross-cultural missions. This individual will work closely with the other departments to ensure optimal onboarding, ministry area, and service effectiveness. TEAM's mobilization strategies include new initiatives in ethnic mobilization, prioritizing growth in the ethnic diversity of our ministry workforce, and cross-mobilization as we have prioritized global collaboration. TEAM's mobilization work is done in close partnerships with churches that send missionaries. A requirement for this position is that within one year of employment, at least 25% of the established compensation would be funded through partner support. Training and coaching will be available to achieve this requirement.

Key Responsibilities include but are not limited to:

- Articulate and champion TEAM's mission through the effective recruitment of qualified and prepared global workers
 - Develop, implement, and evaluate measurable goals and objectives for the recruitment team
 - Evaluate and understand cross-cultural worker sending trends and conditions of the American and Canadian church; educate the organization(s) regarding the current state/climate of the church (and workers), including future trends and their implications for how TEAM and partner agencies relate to churches
 - Lead the Mobilization team in strategy formation, communication, and accountability
 - Align Mobilization priorities, efforts, and budget with TEAM global ministry strategy
 - Produce quality reports of Mobilization efforts to TEAM's leadership
- Orchestrate and support Church Engagement efforts to form resilient partnerships and missional referrals
 - Develop and oversee church partnerships to identify, cultivate, engage, and steward relationships that engender prayer, giving, going, and sending
 - Deploy Mobilization staff for optimal effectiveness in growing the breadth and depth of relationship with the local church
 - Prioritize the local church as TEAM's most essential partner in mission
 - Create opportunities for the global church to inform TEAM's mobilization process, from short-term to long term worker deployment
 - Continually move supporting and sending churches closer toward missional engagement

- Creative Strategy Formation using Data Analysis for Forecasting and Planning
 - Collaborate with Marketing to qualify and cultivate web inquiries through missional criteria
 - Create initiatives to nurture a vocational call to missions through webinars, small groups, and online classes
 - Create pilot programs to establish new partnerships with prioritized markets
 - Use historical data at each point of the applicant’s journey from lead to appointment, to maximize strengths and address weaknesses
- Develop Mobilization staff
 - Promote and cultivate a culture passionate about God’s work in the world, drawing others into TEAM’s mission to partner with the global church
 - Model teamwork, service, effectiveness, openness, and professionalism in an atmosphere of trust, respect, and cooperation
 - Supervise, coach, develop, and evaluate direct reports
 - Create paths for Mobilization staff to grow and develop in their role and beyond.
 - Provide servant leadership in development, training, and challenges as they arise
- Equip the organization with missiological principles and trends
 - Be well-versed and experienced in sharing prioritized missiological principles
 - Educate TEAM and associates on current trends from a global mission’s perspective
 - Ensure the quality of content presented in Mobilization training events
- Build networks, connections, and partnerships from which to identify missional prospects
 - Identify and prioritize fruitful organizational “pools” when missional prospects are nurtured; build reciprocal partnerships with the top priorities
 - Partner with Global Ministry leaders to establish and implement best formative practices to nurture, assess and place prime missional candidates
 - Collaborate and network with agency partners to share resources, knowledge, and seek improvements
 - Collaborate and network with retirees, active global workers and sending and supporting churches to generate referrals of highly qualified appointees
 - Ensure effective and accurate use of TEAM’s CRM within the Mobilization department
 - Implement and cultivate a customer service approach with TEAM’s internal and external stakeholders
- Oversee the assessment of global worker candidates¹
 - Assist Mobilization coaches in the assessment of new global worker applicants, share wisdom and direction for unique and challenging assessment situations
 - Comply with TEAM’s selection and placement policy and participate in periodic updates to the policy
 - Shape best practices for assessment and development of applicants, in collaboration with TEAM’s Personnel department
- Nurture personal support toward TEAM’s larger mission

Qualifications of the Role:

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

- Able to cast a biblical mission’s vision for those presently unengaged in missions
 - Able to provide godly coaching and direction to those presently moving towards cross-cultural service
 - Able to assess global worker candidate’s spiritual maturity and readiness for international service with TEAM
 - Able to resource and serve the local church in their efforts to mobilize their own people towards cross cultural service
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The candidate must also have the following proven experience and qualifications:

- Effective mobilization of North Americans for global missions; possessing a comprehensive understanding of recruiting new global workers (includes interviewing, assessment, selection, and appointment in alignment with professional standards and sound missiological principles).
- Development of accountability structures to achieve agreed-upon objectives
- Strategic thinking capability: able to develop strategic goals, and cast vision
- Passion for reaching the unreached with the gospel of Christ; possess a degree in Bible, missions, or a related field
- Establish partnerships with diverse mobilization networks and organizations in the US and Canada
- Experience with cross-cultural and local church ministry; an understanding of the North American church
- Proven managerial experience; skilled at leading and intentionally influencing others
- Professional development experience with mobilizers and coaches
- Skillful leadership of change management; possessing strong implementation and delegation skills
- Effective communication skills: comfort in diverse contexts in calling God's people to participate in fulfilling the Great Commission
- Wise and sensitive discernment for a variety of situations and scenarios
- Confidential and prudent in all communication

Disclaimer: The information in this document indicates the general nature and level of work to be performed. It 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 position. An employee may be required to perform other assignments not listed here.

Employment applications are available online at <https://team.org/about-us/staff-opportunities>.

Inquiries may be made to:

TEAM - The Evangelical Alliance Mission | P.O. Box 969, Wheaton, IL 60187-0969
Human Resources | Human.Resources@TEAM.org