

Job Description

Title: International Director

Background: The Scripture Union Global Community is made up of Movements around the world (currently 130+), who share the same mission, as expressed in the Aims, Belief and Working Principles. The role of Scripture Union International (SUI) is to support the national movements, articulating the vision, assisting development both within and between the national movements and through expansion, providing a global identity, fundraising, establishing and maintaining international partnerships. It is the custodian of the Aims, Belief and Working Principles to which all movements subscribe, and the decision making body in the areas of global strategy and management.

Following the Living Hope process and gathering in 2012, the structure and modus operandi of SUI was reviewed and the International Council in 2014, affirmed a change in operational framework, as outlined in the Jackson's Point Accord (copy attached). In the years since, the existing regional structures have been gradually dismantled and are being replaced by less rigid, more collaborative relationships where each movement has a direct relationship with SUI and also has a community based relationship with other movements. The current International Executive will be replaced by a Global Board, to be appointed in 2017.

The current International Director is due to retire in 2017 and SUI now wishes to appoint a suitably qualified person to complete the ongoing implementation to the new framework and lead the global Movement into the future.

Purpose: To lead Scripture Union International in its roles of:

- holding and developing its vision and providing leadership for the Global Team,
- fostering and providing strategic planning,
- delivering the Board's strategy on fundraising to ensure the financial stability of the organisation.
- ensuring effective communication.

Accountability: To the Global Board (or whatever subsidiary structures it may establish for the purpose).

Location: As there is no global headquarters, the candidate selected may be based in his/her current area of residence, depending on good Internet service and adequate access to an international airport.

Salary: Salary will be appropriate to the area of the world where the person is based. Travel and other work related expenses will be reimbursed

Personnel Specification

Essential Criteria

- 1 A deep personal Christian faith rooted in the Bible, prayer and a background of committed church involvement. (This is a Genuine Occupational Requirement in terms of the Equality Act 2010 in England)
- 2 In full agreement with the International Aims, Belief and Working Principles of Scripture Union.
- 3 An understanding of the absolute necessity of the Bible in the life of discipleship, and a passion for encouraging, modelling and developing its use with individuals, and SU movements
- 4 Experience in vision casting, communicating the vision and inspiring others to deliver it.
- 5 Experience of leading the development of a strategic vision/plan for a diverse organisation and successfully communicating and implementing it.
- 6 An ability to understand processes and implement them to achieve desired results.
- 7 High level of experience and proven skills in leading people from a variety of cultures and backgrounds with diplomacy, sensitivity, love and effectiveness.
- 8 High level of communication skills and the ability to manage communications within a diverse organisation.
- 9 Ability to represent the movement in a variety of national, regional and especially international forums and build international networks.
- 10 High level of organisational skills and the consequent use of modern communication technology.
- 11 A very good command of both written and spoken English.
- 12 Personal circumstances that will permit a considerable degree of international travel – occasionally at short notice.
- 13 University degree or equivalent.

Desirable Criteria.

- 1 Personal involvement/experience with Scripture Union, as a leader (volunteer or staff) at an international, regional or national level.
- 2 An aptitude with languages including English and one other major language. (French or Spanish are particularly useful)
- 3 Ability to preach/teach Christian truth.
- 4 Ability to provide pastoral care for a variety of people in diverse national situations.
- 5 Diplomatic skills.
- 6 Experience of dealing with funding partners and a knowledge of fund raising for Christian organisations.
- 7 Ability to easily visit the Scripture Union family worldwide.

Job Specification

1) Personal responsibility

- a) To develop and maintain a close personal walk with God as a servant of Jesus Christ, amongst family, friends, and colleagues, setting a good example to all.
- b) To have a regular involvement with a local church for spiritual nurture and fellowship as time permits.
- c) To have a growing understanding and love for the Bible.
- d) To maintain an effective work/life balance.
- e) To be willing to participate in an annual appraisal in the form agreed with the Chairperson and Global Board.
- f) To have a small personal accountability group of trusted Christian friends.

2) Spiritual direction

- a) To ensure that the Movement remains true to its Aims, Belief, and Working Principles.
- b) To provide pastoral care, wise counsel and appropriate encouragement to members of the Global Team and leaders of national movements, where appropriate.
- c) To encourage responsiveness to God's leading into new ways of fulfilling SU's aim as a movement of volunteers and staff, identifying and engaging in new mission opportunities.

3) Leadership

- a) To take overall responsibility for the leadership of the Global Team.
- b) To establish suitable structures for the leadership of the Global Team to ensure focus, propriety and delivery of the agreed strategies.
- c) To be involved in the interview and selection of members of the Global Team, if and when they are appointed.
- d) To ensure that proper HR processes are in place that deliver fairness, inclusivity and proper regard for the legal structures of the jurisdictions within which the individual members work.

4) Strategic Planning

- a) To lead the development, implementation and regular review of a global strategic plan for SUI and confirm the same with the Global Board.
- b) To ensure that the priorities and activities of members of the Global Team are focused on the delivery of the agreed strategy.
- c) To encourage National Movements to play their part in the global strategy of Scripture Union.
- d) To identify, encourage and maintain appropriate global strategic alliances and partnerships.

5) Financial Management and Fund raising

- a) To ensure that the financial and legal affairs of the Movement are in accordance with best practice and appropriate legislation.
- b) To ensure that within SUI, proper processes are in place to collect contributions from National Movements and raise funds from Foundations, Trusts and other appropriate sources.
- c) To ensure that the affairs of SUI are managed within the financial resources available, that a budget is prepared and agreed and that regular financial reporting is in place.
- d) To ensure that proper records are kept, that Annual Audited Accounts are produced and that all other statutory requirements are met.

6) Publicity, promotion and representation

- a) To act as the spokesperson for SU in the worldwide market place as a global advocate.
- b) To articulate SU's global vision and values and its role within the worldwide Church.
- c) To represent SU globally as a speaker and ambassador.
- d) To promote the name and image of SU with energy and enthusiasm, attending appropriate events of significance around the world.

7) Conferences, other international gatherings and encouragement

- a) To ensure that agreed SU global gatherings are well planned, financed, have a clear strategic purpose and are not exclusive to the financially self-sufficient national movements.
- b) To attend, as appropriate, international ministry consultations and SU Community Groups.
- c) To initiate and develop, support and training for the benefit of National Movements, and specialist ministries.
- d) To be proactive in ensuring that the health of each Movement is assessed according to the Global Mission Strategy, providing encouragement and assistance where appropriate, and when required, to liaise with National Councils.

8) Communication

- a) To ensure the development, implementation and maintenance of a global communication strategy.
- b) In conjunction with Global Team members, to communicate with National Movements through Community Groups and their national leadership (Directors and Councils), ensuring appropriate information is disseminated and networking is encouraged.
- c) In conjunction with Global Team members, to communicate with the broader SU family around the world, encouraging prayer, support and involvement.
- d) In conjunction with Global Team members, tell the SU story - sharing the vision, with churches, the Christian public at large, and funding bodies, as and when opportunity arises.
- e) To ensure that the SU International uses all the appropriate 21st century methods of communication including its own website and social media.

9) Governance and support

- a) To serve as a member of the Global Board.
- b) To maintain a close working relationship with the Chairperson of the Global Board.
- c) To prepare the agenda, with the chairperson, for meetings of the Global Board and other relevant meetings, ensuring all necessary papers are circulated in good time.
- d) To ensure the maintenance of records, minutes, documentation, contracts, policies, archives etc. and as custodian of the Movement, to carry its history.

Scripture Union International International Director



Suggested time line for appointment

- 18 February 2017 is the closing date for applications.
- By 4 March 2017, the nomination committee will complete the short list and advise the interviewees.
- The interviews will be held March 27 to 29 in Bangkok, Thailand.
- By 15 April 2017 the final references of the prime candidate (current employer) will be taken up.
- On 1 May 2017 the prime candidate will be recommended to the International Council.
- By 20 May 2017 the Council endorsement shall be received.
- By 31 May 2017 the appointment shall be confirmed.
- Assuming that the notice period (if applicable) for the candidate ends by 30 September 2017, the employment and the handover period will commence on 1 October 2017.
- In November 2017, the new International Director shall be able to actively contribute to the Global Assembly (to be held 10-14 November).

Application process

Applicants should send their completed application and supporting CV/Resume for the attention of Christian Hellwig: christianh@scriptureunion.global by **18 February 2017, 3pm GMT**.

Applicants will be required to give personal details of current location and a brief resume of education and employment history.

They will be required to set out in writing how they meet each of the essential and desired criteria with specific reference to experience and qualifications where applicable.

Please note that the fulfilment of the listed criteria, as stated in the written application, will be the only basis on which the short list for interview is drawn up.

Applicants will be asked to provide the names and details of three people who may be approached for a reference. These must include both men and women and a church leader who knows the applicant well and someone met through a recent previous employment. The references will not be taken without the prior consent of the applicant.

Written applications must be submitted in English.

Other Documents of Interest

Aims, Belief and Working Principles
(<http://su-international.org/about-us/aims-belief-and-working-principles/>)

Jacksons Point Accord – attached

Jackson's Point Accord:

Towards Interdependence

Based on Global Framework Paper 3 and the deliberations of an expanded Scripture Union International Council held at Jackson's Point, Ontario Canada 19 to 22 September 2014.

We have:

- engaged in the *Living Hope* process, since 2012, of listening to God, and each other globally, about the vision and future of the global Scripture Union movement;
- considered Global Framework Paper 3 developed after extensive consultation in each region of the world;
- reflected on paper 3 and the written comments about the Paper received from SU movements around the world; and
- individually and together sought God for His guidance, wisdom and grace.

Therefore, we make the following resolution as a Council:

1. (Our mission as a movement)

We have a mission, which is stated in the SU International Aims, Beliefs and Working Principles and affirmed at the *Living Hope* Event in November 2012. Ultimately, what we do as SU movements and as a global SU community is an outworking of those Aims, Beliefs and Working Principles. They define us locally and globally.

2. (Our affirmation of SU movements)

We affirm the vital role of SU movements in carrying out SU ministry locally, building local leadership, developing local financial capacity, working with the local Christian church and meeting the requirements of local culture, conditions and laws. We seek to strengthen local SU ministry, not undermine or diminish it.

3. (Our vision of Interdependence)

As a global movement, united by our SU name and logo (in their various forms), we are all affected and enriched by each other. We want to see SU ministry around the world strong and growing, through support and collaboration between movements, facilitated by a SU global board and team.

4. (Our affirmation of the SU global board)

We affirm the role of an SU global board and team in facilitating

development and supporting the work of SU movements, maintaining good stewardship of the SU name, logo and reputation, guiding and advising as needed, and promoting the work of the Scripture Union movement globally, as reflected in the Aims, Beliefs and Working Principles.

5. (Our journey towards new collaborative structures)

We recognise we are in a changing world and need a global framework to enable us to meet each other's needs, and to fulfil our mission. While we have not yet arrived at our destination, we are on a journey together towards new arrangements so that SU movements can connect with and support each other, coordinated by an SU global board and team which will involve:

- a) community groups and networks, as a way to engage strategically, collaborate, train staff and volunteers, grow together spiritually, participate in global consultation and support each other;
- b) sharing stories, resources and information, for prayer, encouragement and support;
- c) partnership, companionship or accompaniment, as agreed between particular SU movements;
- d) a new team of field development personnel;
- e) the enhancement of global capacity, particularly for communications and fund development; and
- f) a global gathering of chairpersons and key leaders each six years, for strategic purposes.

6. (Supporting the SU community financially)

We recognise movements' financial constraints and the need for the SU movement at every level to seek new sources of income. However, we also recognise that our vision of interdependence will require greater financial support from SU movements over time.

7. (Transition)

While our international and regional structures served us in the past and continue to serve in some respects, we resolve to engage in a process of transition to a new collaborative model. This will require that:

- a) a transition team continues, respectfully and sensitively, to work through any concerns or difficulties held by any SU movement;
- b) the current regions and regional director roles will be transitioned-out, and community groups and field development personnel transitioned-in, each in accordance with an agreed transition plan, as funding permits;
- c) a new paper will be circulated to the SU International Council and then SU movements by end of 2014, taking account of the written comments about Paper 3 received from around the world and the discussion at Jackson's Point;
- d) a Covenant of Interdependence will be produced, bearing in mind the feedback received on Paper 3 and the discussion at Jackson's Point, and sent to SU movements by mid 2015 (for formal commitment in 2017);
- e) arrangements to elect a new SU global board, formal commitment to the Covenant of Interdependence, membership of the SU global 'entity' by SU movements, and necessary changes to the constitution of Scripture Union International Council, will be developed for adoption by a General Assembly of the SU global movement in 2017.

ADOPTED BY THE MEETING
OF THE SCRIPTURE UNION
INTERNATIONAL COUNCIL AT
JACKSON'S POINT, ONTARIO,
CANADA, BY RESOLUTION,
THIS 22nd DAY OF
SEPTEMBER, 2014.