



Title: West Africa Regional Director

Reports To: Director of Pastor Development Program

Position Status: Full-Time (Support-Raised)

Salary: To Be Determined

OVERVIEW:

The West Africa Regional Director works to develop plans, program staff and strategies to facilitate disciple-making movements among oral learners, pastors, and church leaders through casting vision, equipping ministry workers, and developing/providing culturally effective resources and training.

RESPONSIBILITIES:

Develop Collaborative Plans and Implementation Strategies with Key Field Leaders

- Assist Country Director and/or regional staff with constructing plans to initiate and expand programs
- Explore expansion opportunities into new countries throughout region
- Work with others within and outside of Spoken to incorporate community development content into programs in which we are involved

Build Strong Staff and Partner Relationships

- Appoint Country Directors for each ministry field when necessary
- Train country and/or regional staff on Spoken vision, mission, values, and methodology
- Communicate regularly with country and/or regional staff
- Guide country and/or regional staff in personal and professional development
- Support country and/or regional staff in addressing project challenges
- Encourage partner relationships in conjunction with country and/or regional staff

Allocate Program Resources and Support

- Collaborate with country and/or regional staff to establish budgets and project timelines when appropriate
- Provide training resources to regional staff
- Assist country and/or regional in monitoring and evaluating programmatic goals

Guide Communication with Organizational Stakeholders

- Promote the vision, goals and strategies used by Spoken with possible partners
- Prepare semi-annual country specific Board reports
- Compile information and produce Foundation proposals and project reports
- Facilitate sharing field reports within the organization and donors

Other Duties as Requested

PERFORMANCE EXPECTATIONS:

- Understands the purpose, vision, and values for Pastor Development Programs at Spoken
- Develops field appropriate training materials and strategies to equip country and regional staff
- Shepherds country and regional staff and field staff with great care, focusing first on people
- Provides reports, data, and proposals to key stakeholders and Spoken staff as needed
- Able to travel internationally a minimum of 4 times annually

QUALIFICATIONS:

- 5+ years' experience in cross-cultural mission's environments
- 2+ years' experience in Leadership Development and/or orality
- Fully supports the purpose and vision of Spoken, while exhibiting the Core Values
- Has basic knowledge of cultures, religions, customs, and practices of those living in the region

SPIRITUAL REQUIREMENTS:

- Completely surrendered to the Lordship of Jesus Christ
- Bearing witness of Christian character in daily life
- A member in good standing of a local church
- Agreement with the Spoken statement of faith

EDUCATION REQUIREMENTS:

- Education to align with above requirements

SPOKEN'S CORE VALUES:

- We Over Me – *humbly working together, and when needed, chooses what's best for the mission*
- David Mentality – *bold in the Lord, reliant on God's provision, small but mighty*
- Innovative – *problem solver, forward-thinking, embraces new ideas*
- Persevering – *tenacious, courageous, takes risks, continual drive for improvement*
- Doers – *proactively sees, understands, and does what needs to be done*