



Spoken Worldwide | Director of Oral Discipleship

Detail: Full-time Position | Hybrid/Remote

Reports to: Vice President of Field Ministry

Who we are:

Spoken Worldwide (spoken.org) is an international, faith-based nonprofit and Christian ministry committed to the completion of the Great Commission that shares the gospel and community development information with unreached people groups around the world. Our programs focus on communities and cultures that do not have a foundation in literacy but instead communicate their history, traditions, and education through oral formats, such as stories, songs, and proverbs. We equip and empower local leaders to communicate biblical truth to these communities in their native language using their own forms of communication as well as MP3 players and Micro SD cards to deliver content.

Position Overview:

The Director of Oral Discipleship (DOD) will lead the implementation of missional strategies intended to encourage the use of Scripture among oral cultures with the express intent of seeing reproductive discipleship growth among the languages and peoples where our projects and partners are working. This role is responsible for assisting with the design and leading the execution of programs that foster deep engagement with God's Word through oral methods, such as stories, songs, and drama.

The Director will work closely with VP of Field Ministry and the Director of Oral Bible Translation to design, implement, track, and evaluate collaborative programs and partnerships that demonstrably contribute to the accomplishment of Spoken's mission. S/He will work both independently and collaboratively with cross-functional teams, field workers, and local partners to ensure that oral disciple-making tools and practices are contextualized to various cultural and linguistic settings, making the Bible accessible and transformative for those who learn and communicate through oral traditions.

Key Responsibilities:

1. OD Program Ownership:

- Lead the execution of comprehensive strategies to promote Scripture engagement and disciple-making among oral cultures.
- Identify and overcome barriers to the gospel by developing culturally relevant, sustainable, and scalable disciple-making ministry models using oral techniques and Scripture.
- Ensure alignment between OD initiatives and Scripture production.

2. OD Team Leadership and Development:

- Manage international team of FTE and contract OD Trainers.
- In partnership with the VP of Field Ministry, develop and implement human capital strategy to anticipate and accommodate for global program growth with a view toward both fiscal stewardship and programmatic excellence.
- Ensure the effective on-boarding, training, and mentoring of new staff.

3. Program Design, Innovation & Evaluation:

- Develop programs that utilize oral methods such as storytelling, songs, drama, and obedience-based group discovery of Scripture.
- Pilot new approaches and methodologies for oral disciple-making, refining them based on field feedback and best practices.
- Adapt programs to meet the unique needs of different oral cultures, ensuring the resources are accessible to all community members, including the illiterate.
- In collaboration with the VP of Field Ministry, contribute to the design of logic models and implementation of outcomes-based evaluation for all OD programs.

4. Collaboration and Partnership Building:

- Collaborate with internal teams – specifically translation – to ensure the seamless design and integration of oral discipleship strategies.
- Build and maintain relationships with churches, local ministries, and mission partners to extend the reach and impact of disciple-making programs.
- Work closely with Scripture production teams to ensure that translated Scriptures are effectively utilized and engaged in the target communities.
- Represent the organization at conferences, seminars, and workshops, sharing insights and innovative practices in the field of oral missions.
- As appropriate, collaborate with the Advancement Department (Development and Marketing) to ensure timely and accurate delivery of field-related content for external strategic communications efforts.

5. Training and Capacity Building:

- Design and deliver training programs for field staff, local leaders, and church workers on oral Scripture engagement techniques.
- Empower local communities to lead Scripture engagement initiatives by equipping them with the tools and knowledge to facilitate oral Bible studies, storytelling sessions, and other engagement activities.
- Mentor and support regional and field teams in executing scripture engagement strategies that are tailored to the specific cultural context.

6. Resource Development and Distribution:

- Oversee the creation of contextually appropriate oral discipleship resources, including groups study methods, audio recordings, video content, storytelling guides, and digital media tools.
- Collaborate with media specialists to develop multimedia resources that enhance engagement with scripture in oral formats.
- Ensure that oral discipleship resources are widely distributed and used effectively in the field.

Qualifications:

- Bachelor's degree in theology, missiology, cross-cultural studies, or a related field.

- Minimum of 5 years of experience in CPM/DMM ministry, Scripture engagement, or indigenous leader development ministry with a focus on disciple-making in oral cultures.
- Proven track record of developing and managing programs in a multicultural, cross-linguistic environment.
- Experience in training, teaching, or mentoring leaders in disciple-making methodologies.
- Familiarity with oral traditions, oral Bible translation, and the unique challenges faced by non-literate communities.
- Strong interpersonal and communication skills, with the ability to collaborate with diverse teams and partners.
- Ability to work independently and manage multiple projects simultaneously.
- Willingness to travel internationally as needed. ~4-6 international as well as domestic.

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.

Preferred Skills:

- Experience with reproductive discipleship growth among unreached and/or oral peoples.
- Experience with digital media, audio-visual storytelling, or mobile technology in Scripture engagement.
- Knowledge of oral bible translation processes and how they intersect with scripture engagement.
- Familiarity with current trends in movement-oriented Great Commission ministries, oral Bible translation, and global scripture engagement strategies.

Spoken's Core Values:

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