



Regional Director

Reports to: International Director

Direct reports: National Directors; other national staff

Location: Flexible (Europe/ Central Asia with international travel)

Hours: Full time

Salary: Dependent on location

About Innovista

Innovista is a leadership development organisation that equips leaders to change their communities with the hope of Jesus. We develop and deliver training and tools for missional leaders, through a growing team of national and local staff.

Purpose of the role

To lead and support the development of Innovista's work in countries of Eastern Europe and Central Asia, so that leaders are trained and communities are changed.

Role responsibilities

The Regional Director will be part of the executive team, which is collectively responsible for achieving the objectives of the organisation.

You will be able to:

- Lead and manage national directors and other staff, supporting them to develop effective local and national ministry that develops leaders. This will include regular supervision meetings (on Skype) and regular field visits
- Coach, train and otherwise support the development of national directors and staff, as required, equipping them for fruitful and sustainable ministry
- Think and communicate theologically and practically
- Recruit, inspire and develop new national directors and/or other indigenous field staff in new locations (in line with the strategic plan)
- Inspire volunteers and church/ministry leaders so they are fully engaged with Innovista's purpose and vision in their location
- Develop a healthy 'high accountability/low control' organizational culture that leads primarily through focus on purpose, vision and core values
- Evaluate regularly the effectiveness of ministry using Innovista's impact measurement and reporting tools
- Support national directors to build local boards (where appropriate) and other necessary infrastructure

- Support raising; to develop relationships with individuals, churches and organisations that result in financial and prayer support
- With colleagues, contribute to the training and development of national directors and other staff across Innovista
- Participate in shared strategic projects e.g. regional conferences, creation of leadership and mission tools
- Participate in the spiritual life of Innovista, including to participate in corporate weekly staff prayers and to be committed to Innovista's purpose, vision, values and statement of faith
- Be committed to actively working and living in accordance with Innovista's Christian beliefs
- Responsible for maintaining your own spiritual and professional development

General

- Carry out additional duties that may be required by the International Director

Person Specification

The role requires someone who can develop relationships and work effectively across cultures, achieving impact by inspiring, influencing, developing and working through others.

People Skills

- Excellent interpersonal skills
- Very good communication skills (including the ability to work cross-culturally)
- Leadership and management
- Training and coaching
- Develop collaborative relationships, able to delegate and empower staff and facilitate leadership where required

Personal Skills

- Honesty and integrity
- Able to integrate theology and practice
- Self-motivated and able to self-manage
- Persevering and flexible

Strengths

- Able to inspire, encourage and develop others
- Able to build connections and collaborative relationships

Qualifications

- Degree in a related subject and/or other relevant qualifications
- Theology qualification (desirable)
- Ability to speak Russian (desirable)
- Evidence of ongoing development

Experience

- A minimum of eight years ministry experience, with a strong emphasis on leading mission and developing people and teams. This could be in the local church and/or in a specialist ministry
- Experience working cross-culturally
- Experience managing staff
- Experience working collaboratively with a range of church/ministry leaders
- Church planting experience (preferred)

Values and Ethos

- There is a requirement that the role be held by a Christian
- Able to integrate faith and work
- Committed to Innovista's purpose, values and statement of faith

Hours of work

The role is intended to be full time although applications will also be welcomed from outstanding candidates who wish to propose more flexible arrangements.

Confidentiality

Any information relating to people contacted by the charity acquired in the course of duty must be treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of staff.

Any information relating to staff acquired in the course of duty must be treated in the strictest confidence and must be discussed only with senior staff members or with the line manager.