

# Person Specification

## Qualifications & Experience

### ESSENTIAL

- ◆ Significant experience of leadership and people management within the Christian or charity sector
- ◆ Theological or missiological training
- ◆ Experience of cross-cultural ministry either in the UK or overseas
- ◆ Educated to degree level

### DESIRABLE

- ◆ Experience in international mission and cross-cultural partnership development
- ◆ Postgraduate degree in theology or missiology
- ◆ Experience of successful fundraising and/or grant applications

## Skills and Abilities

### ESSENTIAL

- ◆ A gifted spiritual leader, with the ability to articulate the vision of Interserve GBI
- ◆ Ability to provide strategic and organisational leadership to implement and lead cultural and organisational change to make vision tangible
- ◆ Ability to discern missiological trends and changing contextual realities (especially for Arab and Asian peoples) with an understanding of the complexities of ministry and mission within the differing contexts of Interserve GBI
- ◆ Excellent people skills
- ◆ Ability to work cross-culturally
- ◆ Highly developed communication and networking skills to be the public face of Interserve GBI both nationally and internationally
- ◆ Flexibility – the ability to adapt and change
- ◆ Ability to encourage, support and facilitate spiritual growth in others
- ◆ Ability to develop team leadership: to motivate and empower
- ◆ Financially literate

### DESIRABLE

- ◆ Effective in chairing a wide range of meetings and forums
- ◆ Skills in mediation and conflict resolution

## Personal Qualities

### ESSENTIAL

- ◆ A personal commitment to following the Lord Jesus Christ, evidence of spiritual maturity and continuing spiritual growth and development, with the ability to model this trait
- ◆ A personal commitment to, and empathy for, the vision and values of Interserve, both nationally and internationally
- ◆ A passion for cross-cultural mission and an understanding of its complexities in the 21st century
- ◆ The ability to engage, motivate and inspire others
- ◆ Empathy and understanding of different Christian traditions and an openness to working in an interdenominational and international environment
- ◆ Christ-like leadership which demonstrates humility and an attitude of learning, in particular from other parts of the fellowship

### DESIRABLE

- ◆ Efficient in managing a diverse team, time and resources
- ◆ Resilience: required for demanding national leadership, in coping with stress, travelling, and in managing conflicting demands
- ◆ Experienced in decision making with an ability to analyse and interpret information, assess risks and act appropriately in a complex environment
- ◆ Ability to observe a high degree of professional integrity, managing personal boundaries and displaying resilience in managing matters of a highly sensitive and complex nature



## Salary and Benefits

There is an Occupational Requirement for the successful candidate to be a committed Christian, as you will be expected to provide spiritual leadership to the Interserve GBI community and be in alignment with the vision and values of Interserve International.

This is a full time role, which comes with a salary of £58,860 a contributory pension scheme and 29 days paid annual leave plus bank holidays.

The role can be worked as a hybrid from our National Office in Birmingham and some remotely from home, in line with the requirements of the role.

### BENEFITS INCLUDE

- ◆ Sabbatical allowance
- ◆ Flexible working
- ◆ Wellbeing Support
- ◆ Learning & Development Opportunities

## Application Process and Timeline

To apply formally for the role, please submit your completed application form, CV and a covering letter outlining your reason for application and suitability for the role (in no more than 1,000 words) to Dawn Macaulay, People Care Manager: [personnel@interserve.org.uk](mailto:personnel@interserve.org.uk)

Please also complete the monitoring and GDPR forms available with the pack.

Closing date for applications: **23:59 (GMT) on 12 January 2025**

The first round of interviews will be held in the week commencing 27 January 2025. A second round of interviews will be held on 28 February and 1 March 2025.

Please note that references for the final shortlisted candidates will be taken up with their permission before the final round of interviews.

### SAFEGUARDING

*Interserve is committed to safeguarding and promoting the welfare of children and adults at risk and expects all within the Interserve community to share this commitment.*

*DBS checks are required for all employees.*