



Appointment of
Chief Executive



The mission community you'll be joining

Welcome to Feba, where we are passionate about God's mission and the creative use of radio and audio media to inspire people to follow Jesus.

We have a particular heart for people in contexts considered closed, where people might not hear the gospel by any other means or where it's difficult to be a Christian. Radio and audio media provide a way of reaching them at scale.

Why Radio?

An estimated 3.4 billion (of the 8 billion on Earth) have yet to hear the gospel in any meaningful way. Is radio and media still a good way to reach such people? The answer is still yes! UNESCO on World Radio Day, 13 February, 2024, estimated over 4 billion people worldwide listen to radio regularly. One third of the world does not have internet access, rising to half the world in rural areas. As UNESCO stated, 'Radio remains the medium that reaches the widest audience worldwide, in the quickest time possible'.

Many unreached people live in countries or contexts where it is very hard to physically reach them, or the unreached population is so big that workers in-country could only impact a tiny percentage of those who need to hear.

Of the 50 largest unreached people groups (each with over 12 million people), 46 are in countries described as sensitive. Radio and audio media continue to be a wonderful way to reach these people. While the world changes rapidly – wars and pandemics occur, political regimes evolve and flex their power in new ways – radio offers a wonderfully flexible means of outreach; often it can bypass lockdowns, visa issues and war zones to still reach those thirsty for the Good News.

'And how are they to believe in him of whom they have never heard? And how are they to hear without someone preaching? And how are they to preach unless they are sent? As it is written, "How beautiful are the feet of those who preach the good news!"' Romans 10 v 14 - 15



How we have developed

When we were established 65 years ago as a shortwave radio ministry, we were groundbreaking in the way we were using radio technology to share the gospel.

Today, radio remains the media with the greatest global coverage. But with big shifts in technology, missiology and geopolitics much else has changed and we have sought to change in response. We no longer operate radio infrastructure or 'send' missionaries from the UK. Instead, we support local people with training, expertise and funding to produce culturally appropriate content in a listener's 'heart language' - and to follow up in-person wherever possible.

This locally-led approach, which is now best-practice in Christian mission, is having greater and more enduring impact, and has enabled our work to expand far beyond our original focus on South Asia to countries across Africa, Asia and the Middle East. So, while the world has changed and with it our approach, what remains is our original passion for mission in hard to reach places and our ability, through our partners, to engage large numbers of listeners.

Context to this role

With this strengthened approach to mission, we are now seeking to deepen the impact of the partners we work with and grow the number of partners we support.

In the Church in the UK, world mission has become a low priority so, at the same time as seeking to grow our work overseas, we are looking to inspire the Church here and reawaken its members to the possibilities of bringing the Gospel to some of the most disadvantaged and oppressed communities around the world.

We benefit from a strong financial position (driven by a falling cost-base and growing income over several years), which will enable you as CEO to build the team and the collaborative and empowered culture to realise these ambitions. You will be further aided by a supportive board who share these ambitions and the appetite for risk and innovation that will be required.

Feba is part of the FEBC International – a growing network of almost 30 sister organisations with shared roots and close bonds, plus relationships with other independent partners. The ministry serves listeners in over 50 countries worldwide, with content in more than 145 languages. With Feba UK being one of the network's key resource fields, the CEO will have opportunity to participate in and help shape future joint initiatives and practice.



The work of Feba

Our mission is to enable local communities to creatively use radio and audio media to inspire people to follow Jesus Christ. In practice, this ranges from production training, providing kit, engineering expertise and funding.

For instance, in Iraq we provide training and funding, to a Christian radio station. This broadcasts live news, phone-ins and local information all with a Christian worldview for 5 – 6 hours a day and recorded programming the rest of the time. As people get in touch, the station runs Alpha online, and over time, as trust is built, these new Christians can be connected with a local Church. This year, we are providing further funding to enable the station to reach the south and north of the country.

We believe that “life in all its fullness” is only truly possible in right relationship with God. But programming can also address the very real physical and emotional needs faced by communities by delivering education messages to areas where schools are closed, or practical information like where to find food, water and shelter in the aftermath of a natural disaster.

You can read more about our work [here](#)

***“Declare his glory
among the nations,
his marvellous works
among all the peoples!”***

1 Chronicle 16 v 24



Strategic outcomes

We are committed to pursuing the following key outcomes:

1 People from hard-to-reach areas become disciples of Jesus Christ through our media partners.

2 Partners in locally led media organisations are equipped, accountable, empowered, and encouraged to be effective in their media ministry.

3 Kingdom-hearted people are gathered, informed, inspired, and engaged to support and advance the work. This engagement includes praying, giving, advocating, and volunteering.

4 Feba is sustainable, legally compliant and demonstrates best practices.



And he said to them, "Go into all the world and proclaim the gospel to the whole creation."

Mark 16 v 15



Key responsibilities

The Chief Executive will report to the Board of Trustees, chaired by Kate Register and supported by an appropriately engaged group of trustees who bring seasoned board governance experience and a diverse set of skills relevant to the oversight of a Christian media mission organisation. The key focus of this role will be to build and develop an empowered senior leadership team and provide strategic guidance for the next phase of Feba's growth and impact journey. This includes:

Vision and strategy: Ensure that everything that Feba does is in line with the strategic outcomes by leading the development and execution of a strategic plan that enables these outcomes to be achieved.

Team leadership and development: Developing the staff team so that they have the capacities, capabilities and culture to deliver the strategic outcomes. This will include configuring the staff team so that their work is aligned to their gifts, developing an empowered learning culture so that the team are confident to take initiative and realise their God-given potential and growing the team by making some key hires.

Spiritual leadership: Foster a Christ-centred organisational culture that ensures prayer is central to all our work including upholding our regular rhythm of prayer and that our leadership and service springs out of our relationship with, and identity in Jesus.

Ministry development and execution: Oversight of Feba's work and support overseas is delivered with excellence, impact and in line with our strategic outcomes.

Church engagement and support: Oversight of Feba's church engagement plan to inspire the UK Church to world mission and enable long-term growth by transitioning from our generous but ageing supporter base to a community of younger supporters, as well as take a lead as one of the organisation's key spokespeople to the UK church and supporter base.

Financial oversight: Oversee the annual budget, financial planning, reporting processes and financial sustainability of Feba.

Charity governance: Work with Trustees to ensure excellence in all governance matters including providing the information and support it needs to discharge its responsibilities.

FEBC representation: develop and maintain relationships with the FEBC network of sister organisations by participating in and shaping future joint initiatives and practice.

Person specification

Experience

- Extensive senior leadership experience, including strong experience of effective change management, enhancing organisational effectiveness, and building and implementing strategy in an organisation of comparable complexity.
- Experience of leading and developing teams and team culture that ensure creativity, initiative and deliver excellence.
- Working and building relationships in a cross-cultural context.

Skills and abilities

- A strategic and innovative thinker who can reason analytically and clearly.
- A clear and effective communicator inspiring vision, faith and hope in others.
- Sufficient financial understanding to support financial planning, budgeting and reporting processes.
- Demonstrated ability to delegate responsibility and work collaboratively.
- Willingness to travel domestically and internationally (circa 1 month per annum).

Knowledge and understanding

- Understanding of trends and issues in global mission.
- Good awareness and understanding of the Church in the UK in all its expressions and comfortable working with Christians and others of different traditions, cultures and backgrounds.

Disposition

- A spiritually mature, practising Christian passionate about mission and committed to our Statement of Faith – for more details see [here](#).
- Humble self-confidence, excellent listening and high levels of self-awareness including impact s/he makes on others in different settings/cultures.





“But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.”

Acts 1 v 8

Terms and conditions

Responsible to: Chair of the Board

Hours: This is a fulltime post, at 35 hours per week. There will be occasions when evening and weekend work might be required, as well as some UK and limited international travel.

Location: This role is hybrid. The postholder will spend at least two days a week (and more over the first few months) in the stunningly set offices on the Chanctonfold Estate, in the South Downs nr Steyning, West Sussex.

Salary: circa £70,000 plus benefits including 8% employer’s pension contribution, life insurance and income protection, as well as 28 days annual leave plus a retreat day.

Annual leave: Employees are entitled to 28 days annual leave plus Bank Holidays.

Notice: 3-month notice period.

How to apply

Feba is being supported by Macaulay Search. Applications should be sent by email to Sam Stephens at sam.stephens@macaulaysearch.com The closing date for applications is 27th November 2024.

Your application should include:

- a CV including a full employment history showing responsibilities held and relevant achievements and a mobile number.
- a cover letter (no more than 2 pages) describing what attracts you to serve as CEO of Feba, how your Christian faith shapes your approach to leadership and the career and personal experiences that prepare you for the role.

Process

A selection of candidates will be invited to a zoom interview with the appointment panel on the afternoons of 12th or 13th December. A smaller group of candidates will be invited to a second round in-person interview at the Feba offices planned for 9th January. The appointment will be formally agreed by the full board after they have had an opportunity to meet the recommended candidate. You can expect to hear from Macaulay Search by 5th December if you have been invited for interview.