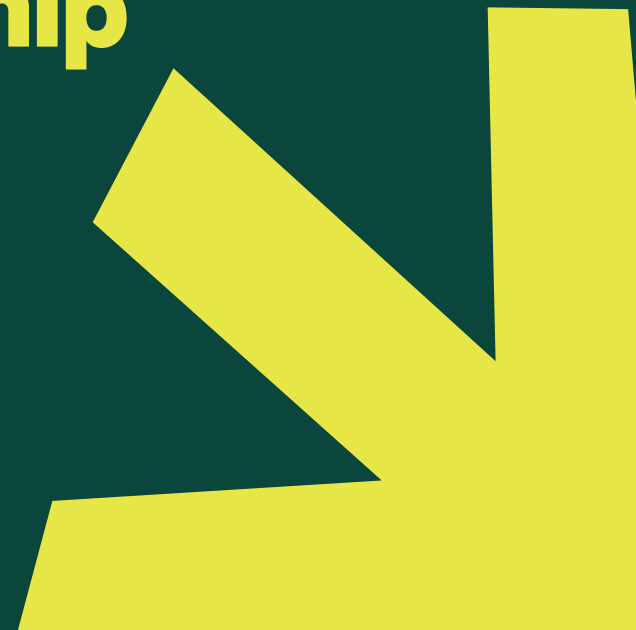




Head of Leadership Programmes

Appointment Details





Welcome

Thank you for considering the new role of **Head of Leadership Programmes** at Innovista International.



Innovista identifies, equips and develops Christian leaders working in challenging contexts.

Every year, we train and mentor around 1,500 leaders in Britain, Ireland, Moldova, Ukraine, Central Asia and beyond.

We help leaders transform people and communities through churches, ministries and enterprises.

Inspired by Jesus, we equip leaders to build a better world.



Innovista's work is delivered by a family of national ministries, who are experts in their contexts.

Innovista International supports and develops these national ministries, pioneers work in new places and builds partnerships with others who want to see good leaders grow.

The role

We see the difference that is made when Christian leaders serve with character, integrity and skill.

People are transformed and communities changed through the churches, ministries and enterprises they lead.

This role will make a key contribution to growing leaders like this.

You will manage a team to design, deliver and continually improve programmes and tools that equip leaders and teams.

In Ukraine, where Innovista has worked for nearly twenty years, we are developing programmes to equip a new generation of emerging leaders and supporting senior leaders who continue to serve in the context of war.

The successful candidate will play a key part in work like this.

We are looking forward to welcoming our new Head of Leadership Programmes. If you meet the criteria outlined later in this candidate pack, or feel you could grow into them, I very much hope that you will apply for this role.

Jason Lane
International Director
Innovista



Innovista's Identity, Culture and Values

Innovista's purpose is to see people and communities changed by the hope of Jesus.

We believe that God is in the business of making everything new and we serve that mission.

At the heart of our ministry is a team of people who pursue excellence in their work, personal, and team development.

Wise stewardship:

Using our resources in ways that bring the most hope and change.

- ◆ We measure our impact and effectiveness.
- ◆ We pursue and provide feedback and evaluation.
- ◆ We own our development and support the development of others.
- ◆ We intentionally apprentice others.

Engaged in context:

Context shapes what we do and how we do it.

- ◆ We work to understand and communicate in context.
- ◆ We affirm and challenge the context.
- ◆ We prioritise pioneering and innovation when the context requires it.

Our culture expects and rewards learning, so every team member has a personal development plan and a budget to support it.

Our work is guided by a set of **core values – convictions that lead to behaviours. These are:**

Inspiring excellence:

Serving with distinctive quality.

- ◆ We plan for and evaluate for distinctive quality.
- ◆ We always look to improve.
- ◆ We learn from experts in other fields who can help us grow and do better.
- ◆ We take risks in pursuit of improving and learn when it doesn't work out.

Effective teamwork:

Working with others to go further.

- ◆ We play people to their strengths and gifts as much as possible.
- ◆ We practice conflict about ideas to improve our decisions.
- ◆ We take initiative to quickly resolve personal conflict according to agreed process.
- ◆ We commit to and communicate clear expectations and agreements.



Head of Leadership Programmes

You'll lead the team that creates training content and experiential learning for missional leaders. You will harness the strengths of a diverse group to produce impactful and innovative training and tools – both in person and online. These resources will be used by leaders in a growing number of countries.

Through people management and educational/training expertise you will enable creative collaboration. If you love teamwork, creating transformational learning experiences and God's mission, this could be a great role for you.

Role responsibilities

In line with Innovista's purpose and strategic goals, you will be responsible for:

Program design, implementation and evaluation

- ◆ Lead the team to design, test and deliver innovative leadership development programmes and tools that meet clear learning objectives
- ◆ Use a range of experiential learning approaches including workshops, coaching, mentoring, and online-learning to create effective programmes and tools
- ◆ Ensure programmes and tools are adaptable to diverse cultures and support localisation of content
- ◆ Using data from Innovista's learning and impact system, evaluate the effectiveness of programmes and implement changes that improve results

Team leadership and management

- ◆ Ensure clarity of roles and responsibilities for each member of the team
- ◆ Provide frequent feedback and regular reviews that enable the team to work effectively – both individually and together
- ◆ Support the development of the team through a range of learning and development opportunities
- ◆ Create a collaborative culture that sees the team achieve its goals

Training, coaching and mentoring

- ◆ Deliver training and coaching* for leaders, so that your own practice continually develops and your understanding of Innovista's context is up to date
- ◆ Be part of the team that is training the network of 'leader-developers' - both Innovista staff and associates who are working to develop leaders in their own contexts*

Collaboration and partnerships

- ◆ Build strong, collaborative relationships across Innovista, including with national directors, executive team and partner organisations
- ◆ Act as a trusted advisor to other leadership development practitioners in our networks
- ◆ Contribute to a culture of continuous learning and development across Innovista

Stewarding resources

- ◆ Oversee the budget for leadership development programmes and resources
- ◆ Ensure wise stewardship of resources

General

- ◆ Pursue your personal development plan in ways that develop your strengths and gifts
- ◆ Take part in team life, including weekly staff prayers, team training days and other events
- ◆ Carry out additional duties that may be required

* Using your areas of expertise

Person Specification

Experience and qualifications

You have...

Essential

- ◆ Experience and expertise in adult learning and/or training and instructional design (transferable skills and experience are very welcome)
- ◆ Experience in leading and managing people and teams
- ◆ IT literacy and are comfortable in both online and in-person learning environments

Desirable

- ◆ Experience working inter-culturally
- ◆ A formal qualification in facilitation, instructional design or a related area
- ◆ Ability to engage in missiological reflection

Skills

You are...

- ◆ Able to design and create learning experiences that meet learning objectives
- ◆ An accomplished trainer, facilitator and/or coach, who can adapt to the needs of a group, while remaining focussed on learning objectives
- ◆ A competent team leader and people manager, who can create a collaborative environment, that also completes projects
- ◆ A good listener, able to hear what is really going on in groups and individuals
- ◆ Able to build rapport with a wide range of people
- ◆ Clear in your written and verbal communication
- ◆ Comfortable with experimenting to find break-through ideas

Character

You are...

- ◆ Someone who loves seeing others grow so they can make a difference in the world
- ◆ Curious about people - how they learn and develop
- ◆ Hopeful and persevering, able to work through obstacles to find solutions and help others do the same
- ◆ A committed and mature follower of Jesus. You resonate strongly with Innovista's purpose, values and statement of faith
- ◆ Emotionally intelligent
- ◆ Able to maintain confidentiality
- ◆ Self-motivated
- ◆ Able to work well in teams



Reports to: International Director

Location: Home-based with a requirement to be in Oxford, UK regularly and to undertake some international travel

Hours: Full-time (37.5 hours/week), permanent, or part-time of 30 hours/week or more

Salary: £40,000-£45,000 per annum

Occupational Requirement: This role has an occupational requirement to be filled by a Christian under the provisions of the Equality Act (2010)

Notes

Job Description

This Job Description is not exhaustive and changes may be required as the organisation develops. Changes to this job description will be carried out in consultation with the holder of the post.

Hours of work

This is intended to be a full-time role (37.5 hours/week), but applications are welcome from candidates who wish to propose a part-time arrangement of 30 hours/week or more.

Location

The successful applicant will need to provide evidence of their right to work in the UK. We cannot provide sponsorship for this role.

Holiday

Full-time staff receive 25 days paid holiday each year, as well as statutory and other public holidays. Holiday allowance for part-time staff is calculated on a pro-rata basis.

Personal Development

Each staff member has a personal development plan designed to enhance job performance and receives mentoring and coaching as appropriate. We also set aside time for Team Days to pause, reflect, learn and plan together.

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.

Safeguarding

Innovista is committed to protecting the well-being of all children and adults at risk and expects this commitment from all employees and volunteers. A copy of our Safeguarding Policy and Whistleblowing Policy are available. Innovista adheres to Safe Recruitment for all roles, requiring DBS checks where necessary.

Privacy

We value your privacy. We promise to keep your details safe and will never sell them. Need extra reassurance? Read our full privacy policy online (innovista.org/privacy). You can change how you hear from us at any time – just email hello@innovista.org or call 01865 788350.

How to apply

To apply for the Head of Leadership Programmes role please download the application form, confidential information form, and optional EDI monitoring form from the Innovista International website [here](#) and send these with a CV and covering letter as directed on the website.

To arrange a discussion about this role before applying please email jason.lane@innovista.org

Closing date - 4 August 2024

Interviews will take place the week commencing 19 August 2024.