

The Word

one to one

International Chief Executive Officer
Candidate Information



CARNELIAN
SEARCH



Introduction

We believe that the Bible offers an opportunity for everyone to encounter Jesus for themselves. The Word One to One exists to help believers joyfully share God's word with others through the provision of a range of resources which are accessible, straightforward and relaxed. There are currently three main strands to our ministry:

- **Equipping and resourcing Christians** to share God's Word
- **Resourcing leaders** to mobilise their churches in Bible sharing.
- **Working with existing networks and communities** to translate and localise resources which enable the sharing of God's Word across the globe.

Context & Purpose

We are looking for a strategic and ambassadorial International Chief Executive Officer who can join the existing leadership of the Word One to One and lead us successfully through our next phase of international expansion. Our prayerful hope is that a successful appointment will in due course mean an expanded range of ministry partnerships worldwide, ongoing development and translation of Bible-based evangelistic resources and ultimately more Christians reading the Bible with their non-Christian friends, family members, neighbours and colleagues.

Our ministry is growing fast. We are ambitious for the gospel and seek a CEO who shares that ambition.

Job Description

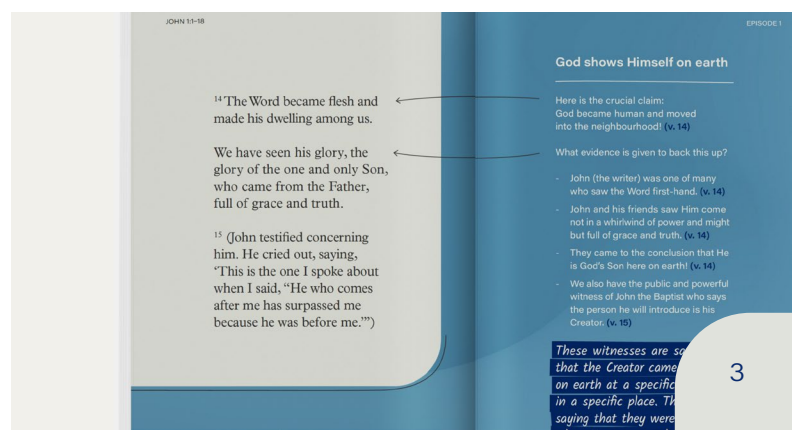
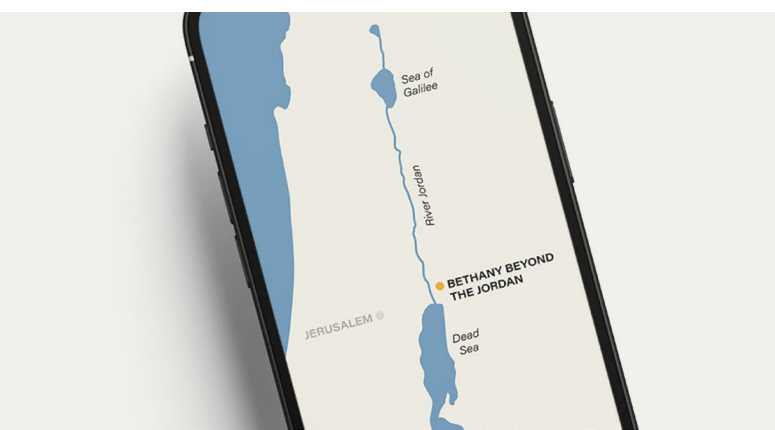
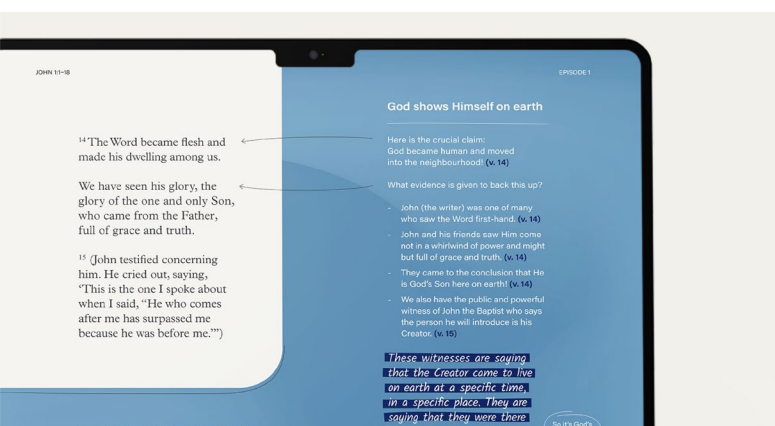
Our new International CEO will have a range of responsibilities and will need to be a highly capable and adaptable individual. However, there are four specific areas of leadership which together comprise the core of the role:

Strategy

- Under the oversight of Trustees and in partnership with the existing leadership of the ministry, developing a strategy tailored to our ambitions for a growing confidence using the Bible in evangelism worldwide.
- Implementing this strategy in partnership with other senior staff, most notably the COO.
- Communicating this strategy effectively across the organisation so that all staff and external delivery partners are best deployed and serving towards the goal.
- Reporting accurately to the Board of Trustees on the progress of strategic implementation.
- Where appropriate, refining this strategy as the ministry progresses and our context changes.

Advocacy

- Acting as the primary ambassador and advocate for the ministry, stewarding its voice and reputation with credibility and confidence in a range of different contexts as we seek to encourage the global church towards a greater confidence in God's Word.
- Specifically, representing the ministry:
 - **On platforms:** keynote speaking at conferences and building a profile on mainstream and social media.
 - **With supporters:** by persuasively articulating the mission of the Word One to One and clearly communicating our ministry needs so that existing and potential supporters are moved to partner with the cause.
 - **Among Churches networks and other ministry organisation:** by growing the visibility of the charity and championing its work across the evangelical church worldwide. This will require developing strong relationships with church and network leaders.





Team & Culture

- Overall responsibility for the recruitment, retention and development of a strong and spiritually healthy staff team to support the ongoing work of the Word One to One.
- Providing oversight of and building strength within the leadership of the organisation.
- Nurturing a culture of excellence and grace-dependency where staff are encouraged and supported in their work.
- Guarding the evangelical identity and theology of the ministry.

Organisational

- Working in close and trusting partnership with the Board of Trustees to ensure that the Word One to One remains true to its mission and implements its agreed strategy.
- In particular, developing a strong relationship with the Chair for the purposes of support, direction, feedback and accountability.
- Supporting the COO in his day-to-day oversight of ministry operations.
- Developing the overall financial health of the charity and ensuring that expenditure is controlled in line with budgets as approved by the Board.
- Ensuring the charity complies with all relevant legal and regulatory standards, most notably those set by the Charities Commission for England and Wales, and manages its risks well.
- Ensuring the charity has the resources (human, material and financial) to operate effectively.

Person Specification

We anticipate that the successful candidate will demonstrate the following:

Personal Qualities:

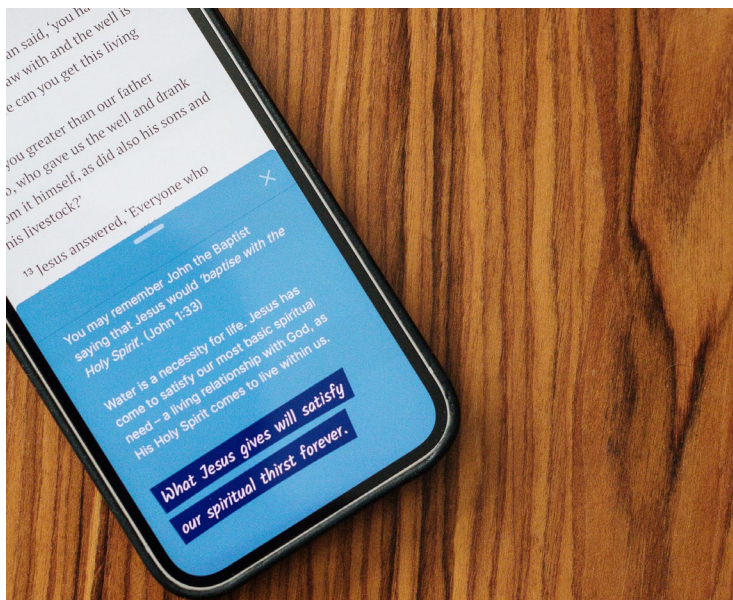
- A deep and mature evangelical Christian faith, committed to the Bible, prayer and a local church.
- A clear and demonstrable interest in word-based evangelism in their own life.
- A readiness to shoulder the responsibilities of leadership, including difficult and complex decisions.
- A desire to model servant-hearted leadership.
- An ambitious and entrepreneurial spirit.
- A Christlike blend of confidence and humility.

Knowledge & Skills:

- Outstanding gifts in communication and relationship building in both public and private in a diverse range of cultures and contexts.
- An instinct and aptitude for strategic thinking, and an ability to do so in collaboration with other leaders.
- A keen understanding of the global church landscape and a proven ability to build networks across it.
- Demonstrable gifts in developing teams that deliver high quality resources and experiences.
- An understanding of the nature of good governance and wisdom in forming a strong partnership with the Chair of Trustees.
- A proven ability to oversee a staff team, encouraging and developing others in their work.

Experience:

- Membership of a leadership team of an evangelistic ministry with international impact and ambition.
- Successful development and implementation of strategic plans which lead to the growth of a ministry, charity or other organisation.
- Successful recruitment and development of a staff team including technical specialists.
- Initiating and growing relationships with donors or comparable stakeholders.
- Reporting to a board of trustees/directors.





Other Details

We will agree final details of compensation with the successful candidate but anticipate a salary in the range of £75k-£90k per annum.

There is an Occupational Requirement that the post-holder is a Christian with a sincere personal Christian faith in line with the Word One to One's doctrinal basis.

Next Steps

Carnelian is handling initial interest in this post on behalf of the Word One to One. If you feel you have the Christian faith, skills and experience to be our new International CEO, please send your CV to the address below.

jonathan@carneliansearch.com

