

tearfund

Tearfund US Chief Executive

February 2018



Introduction



Dear Applicant,

I am writing this introduction to anyone who is interested in the work of Tearfund and who might consider applying for the new position of CEO of Tearfund US.

Firstly, some background. Tearfund is one of the most respected Christian international relief and development organizations in the world. It started 50 years ago in the UK and now operates in more than 50 countries. It is passionate about bringing Christ into the heart of everything it does – following Jesus where the need is greatest, responding to crisis and partnering with local churches to bring restoration to those living in poverty. It works to the highest standards of professional excellence to serve those in the greatest need, regardless of race, religion, gender and nationality.

Tearfund believes poverty is caused by broken relationships with God, ourselves, others and the wider creation. Restoring those relationships is key to how Tearfund works, in order to bring about lasting change that is material, environmental and spiritual. Being courageous, truthful, compassionate, servant-hearted and Christ-centered are the values that are at the heart of Tearfund.

Building on a strong reputation and a record of growth, Tearfund has inspired independent charitable organizations in a number of key countries to promote its work and optimize resources. In the US I am in the process of forming a small Board which plans to complete the process of 501c3 registration for Tearfund US this year. We aim to energize and mobilise US Christians to be generous and take action alongside people living in poverty. As a key part of this I seek to appoint a Chief Executive who will craft and deliver a US expression of Tearfund's global vision for change. In the first few years, this will entail mobilizing an effective staff team, forming a strong network of supporters and partners, and establishing Tearfund US as an independent and committed member of the Tearfund worldwide family.

The successful candidate will be a proven senior leader, able to demonstrate their ability to work with complex issues and large organizations. He or she will be someone with a deep commitment to those in greatest need along with a good grasp of international development issues. A passionate Christian who seeks the heart of God in all they do, they will have all that it takes to lead a Christ-centered organization, to direct its work, and champion the cause of people living in poverty. Most importantly, the first US Chief Executive will have a deep personal commitment to the mission and values of Tearfund.

I strongly encourage applications from individuals from diverse backgrounds with the right to live and work in the United States.

If you feel prompted by God that this might be for you, then I very much hope you will apply for this exciting role.



Sincerely,
Clive Mather
Tearfund US Board Chair

Who we are

Tearfund is a Christian international relief and development agency working globally to end poverty and injustice, and to restore dignity and hope in some of the world's poorest communities. We operate in more than fifty countries around the world.

We deliver our strategy by:

- Envisioning churches to embrace their calling to address poverty and injustice;
- Developing communities and building resilience, sustainably and holistically;
- Changing unjust policies and practices to deliver justice for poor communities;
- Enabling communities affected by disaster and conflict to recover quickly and be better equipped to face future hazards.

Tearfund people are passionate about living out God's kingdom values of love, hope and transformation. It's what inspires and drives everyone.

How we work

Poverty is complex - both in its causes and impact. However, with half a century of experience, Tearfund has developed expertise to tackle both the causes and impact of poverty that brings suffering to so many people. It has seen again and again that when a community lifts itself out of poverty, everything changes. It seeks a world where every person's basic needs are met, where all human beings have a chance to flourish and where inequality in its current extremes is no longer accepted. Key to achieving this is joining up work in-country with global advocacy, influencing and fundraising.

Tearfund's work reflects its reputation for both spiritual passion and professional excellence. It aims to help the people in the world who are in the greatest need, regardless of race, religion, gender or nationality.

How is this done?

- Working, where possible, through the local church; empowering communities to lift themselves out of poverty.
- Responding to disasters and conflicts, always seeking to reach those in the greatest need.
- Seeking to influence the global church and governments to bring about fair and just policies and structures at a local, national and global level.

“Tearfund is committed to following Jesus where the need is greatest”



“Tearfund's work reflects its reputation for both spiritual passion and professional excellence. It aims to help the people in the world who are in the greatest need, regardless of race, religion, gender or nationality”

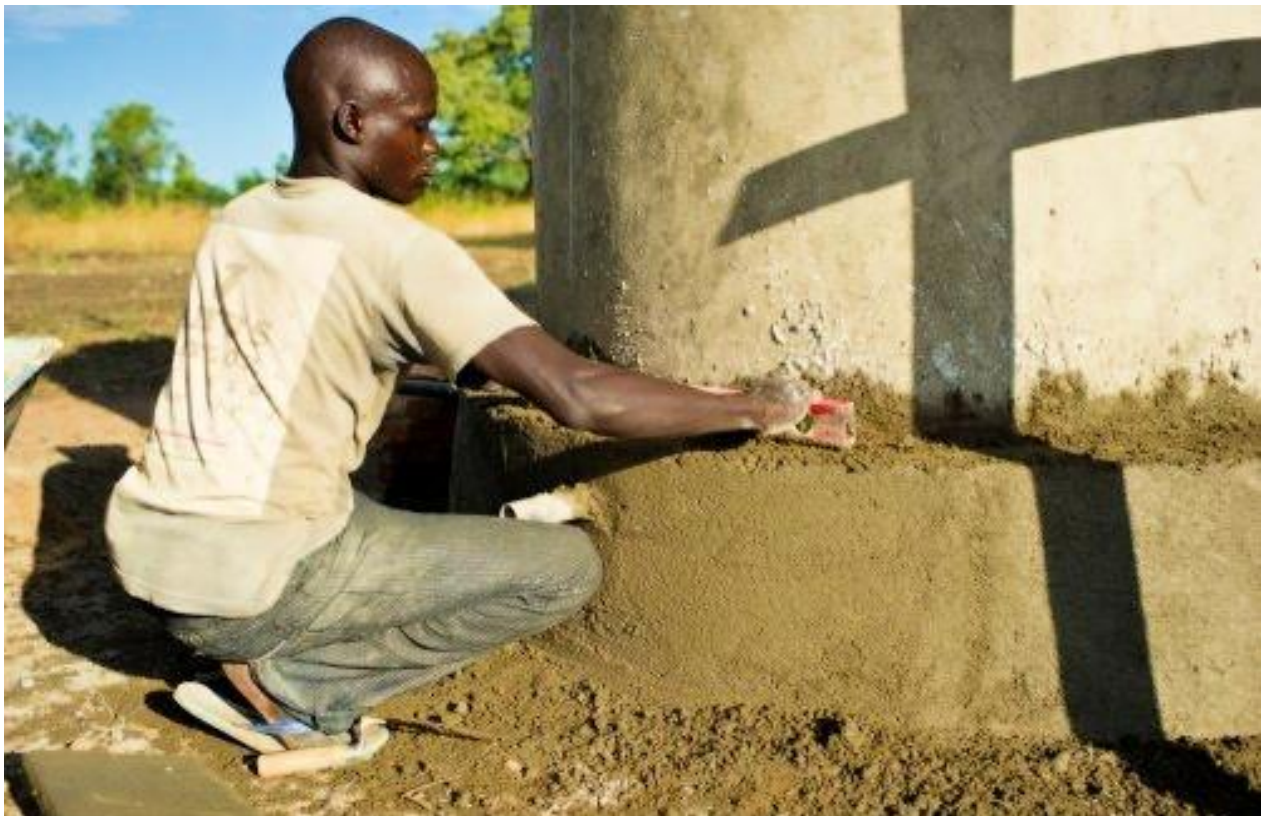
Tearfund operates through local churches wherever it can, training and equipping them to end poverty and rebuild their communities. This is because it believes that:

- Churches are the most powerful local and global network for God's love to reach people in poverty
- Churches care for the whole person, inside and out. This makes lasting, sustainable change for an individual and a community possible.

In the most vulnerable places we have experts ready to help people prepare for, withstand and recover from disasters.

Tearfund campaigns in the UK and across the world for just policies and structural change on issues such as economic and environmental sustainability, international aid, the role of faith in development, and gender based violence. Tearfund seeks to mobilize churches and partners worldwide in understanding and addressing the challenges of humankind's cumulative impact on this beautiful world that God has entrusted to us – like hunger, job creation, waste management and energy conservation.

Tearfund are signatories of the Red Cross Code of Conduct and are certified with the Core Humanitarian Standard.



Establishing Tearfund US

Context

The US is the world's largest economy, the global leader in charitable giving and has many of the world's most influential Churches, Church leaders and Theological Institutions. It also has significant environmental and social challenges. Tearfund US can therefore play an important role in sharing holistic mission theology and offering best practice models of mission to churches, foundations and other INGOs in America. By so doing, it will join all other Tearfund organizations in addressing the underlying causes of poverty and injustice.

Tearfund US can also become an important voice in the global church, seeking to highlight the serious impairment of the planet's life support systems as a result of unsustainable economic and environmental models. Furthermore, restoring relationships will require generosity and discipleship in responding to poverty and injustice in all their many forms. Christians in the US can join their brothers and sisters in Christ across the world who realize that their lifestyles have an affect on the poorest. This calls everyone to pray, live sustainably, give money generously, use their political voice; and influence others in their church and wider communities to do the same.

Vision and objectives

The Chief Executive will be someone who can craft a US expression of Tearfund's global vision that encompasses inspiring and mobilizing US Christians to be generous and take action alongside people living in poverty. Jesus is already present in the places of greatest need and there is an opportunity to challenge and encourage US Christians to go there too. In this work, Tearfund US will be strengthened through connectivity into Tearfund's regional and global platforms. These offer expertise in areas such as:

- Grassroots, community empowered approaches to development and advocacy
- Environmentally and economically sustainable development programs
- Donor engagement programs that emphasise five spiritual disciplines we call Whole Life Transformation: giving, living, praying, speaking out and influencing others to do the same
- A Biblical framework for church led community transformation (in developing country contexts).

Income and expenditure

Tearfund's total income in the UK in 2016/17 was some \$100m, comprising \$57m from supporters, \$27m from institutional donors, \$13 in response to emergency situations and \$3m in trading and services.

Tearfund is committed to providing seed funding for Tearfund US to cover the first three years of costs. The US CEO will agree realistic targets for US income with the Tearfund US Board in liaison with the Global Fundraising Director and will receive support from the UK team in achieving these targets.

Tearfund's work in the US will embrace:

- **Theology:** Envisioning churches in the US to adopt a holistic and integral approach to poverty and mission
- **Thought leadership:** Using our God-given platform for the voices of our partners and people living in poverty, to share all that we are learning as a catalyst for changing behaviour and for influencing
- **Mobilising, organising and connecting Christians:** Mobilizing churches and communities to be agents of change to tackle poverty and justice and environmental challenges
- **Resource Development:** Building relationships with churches, trusts and foundations in order to generate funding that aligns with Tearfund's global corporate priorities

The Role



The successful candidate will lead the development and execution of Tearfund's vision and strategy in the US. He or she will provide creative, bold and focused leadership to the staff team. This new role is one of significant breadth and influence, combining strategic vision and leadership with operational coordination of the US-based work.

The Chief Executive will be the public face of Tearfund in The USA and will represent the organisation in the media and with key stakeholders, church leaders and donors.

Key responsibilities and accountabilities include:

- Providing clear spiritual leadership to Tearfund US.
- Establishing the vision and strategic direction for Tearfund US
- Representing Tearfund externally to support Tearfund's advocacy, influencing and fundraising agenda, working directly with a range of external stakeholders
- Establishing Tearfund US as an independent and committed member of the Tearfund worldwide family.

In the start-up phase, the focus will be on mobilizing an effective staff team, forming a strong network of supporters and partners, and ensuring clear communications and agreed ways of working with Tearfund.

Personal leadership of Tearfund in the US:

- Modelling a personal daily spiritual walk and reliance on God, including grace and strength in the face of adversity
- Providing spiritual leadership, for example through encouraging and demonstrating: contemplative prayer; accountability; self-education; brave conversations; identifying talent in others; and allowing God's love to work through oneself and others
- Inviting diversity of race, gender, ableness and age - but also of politics, doctrine and personality (in line with scripture and Tearfund's beliefs)
- Openness, mutual respect and loyalty
- Representing Tearfund US externally

Accountability and reporting:

- Accountable to the US Board for achievement of all agreed objectives
- Maintain a close relationship with the Executive Team of Tearfund in the UK for mutual accountability and support
- Responsible for team of paid staff and volunteers

Note the Tearfund US Board Chair will have a close relationship with the Board of Tearfund to facilitate alignment of vision and values.

Person Specification

Experience in some or all of the following areas

- Experience in innovation and starting new, large scale programmes of work
- Broad evangelical church constituency within the US
- INGO, environmental justice and social justice sectors within the US
- Personal connections to US and global faith, development and public policy networks
- Leadership of international relief and development work or related issues, in the INGO sector
- Advocacy and influencing methods such as: public mobilisation, media, communications, policy development and lobbying - towards societal, systems and/or public policy change
- Developing and implementing a fundraising strategy
- Consumer marketing, branding, traditional/ digital communications, and the fundraising landscape in the US
- Strategy development, people management and operational delivery
- Teams leadership of significant scale and complexity
- Full or part-time (paid or voluntary) church leadership
- Budget preparation & control
- Monitoring, evaluation and learning preparation & control
- Experience of managing major networks or coalitions in executive or board member capacity
- Successful lobbying or campaigning at the Federal and/or international level (e.g. USAID, EU, UN, WB)
- Communications and media

Skills / Knowledge

- A good understanding of
 - development theories, trends and practices
 - societal and political change processes
- US and global church culture and trends
- Application of Biblical principles to Tearfund's approaches to advocacy, influencing and fundraising
- Setting vision and strategy
- Self-starter - able to seek new opportunities for Tearfund's work, plan and deliver new initiatives. Balanced by ability to work within organisational guidelines and to corporate objectives
- Outstanding written and spoken communication skills
- Political judgement and decision making skills
- Effective influencing skills at a high level including politicians and Church leaders in the US and overseas
- Proven ability to build high performing teams and manage/mentor key staff
- Excellent people management skills

Qualifications

Degree (or equivalent level of knowledge) or member of a professional body of recognised graduate status. Management or marketing qualification desirable.

Personal attributes

Clear and demonstrable Christian commitment to:

- Tearfund's values and delivering Tearfund's vision
- Justice for people living in poverty
- Cross-departmental, collaborative working, teamwork and service delivery
- Organisational effectiveness

Travel as required – realistically frequent weekly/monthly travel within the US and internationally up to 10 weeks per year

The Process

It is anticipated that the longlisting process and preliminary interviews will take place in March 2018

Final interviews will take place in person in April 2018

How to Apply

Applications can be made online [here](#).

The closing date for applications is midnight on 7 March 2018

Terms of Appointment

The role will be based in the US, in a location where Tearfund Headquarters will be set up, yet to be decided.

Remuneration and benefits will be agreed with the successful candidate.

The appointed candidate is required to sign the Tearfund statement of faith.

All applicants must have legal right to live and work in the US

