

How to Apply for this Job

Background on Tearfund

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 have a vision to see 50 million people released from material and spiritual poverty through a worldwide network of 100,000 local churches. 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.

We are committed to developing experts who are inspired, resourceful, courageous, compassionate and equipped. If you are interested in working with us, take time to look around our website and discover more about our unique organisation.

Tearfund's Application Process

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading through this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact recruitment@tearfund.org.

In this Job Profile pack we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

Job Profile

JOB TITLE	Regional Church and Community Transformation (CCT) Lead
GROUP	International Group
TEAM	Asia
LOCATION	In region
RESPONSIBLE TO	Geographic Head / Deputy or Assistant

PART 1 – JOB DESCRIPTION

1. BACKGROUND

Church and Community Transformation (CCT) consists of various approaches that encourage churches to have their own long term vision to work in, or with communities to see the restoration of relationships with self, others, the environment and God so that poverty is reduced holistically and sustainably.

Tearfund has supported CCT work for the last 15 years and as part of our recently refreshed strategy has established CCT as one of the three Corporate Priorities for the next three years. Accordingly, we have committed to strengthen and scale up, wherever possible, the distinctive transforming development work we do with and through the church.

This new role will help support this process in our Asia Region.

2. MAIN PURPOSE OF THE JOB

- To help develop and deliver regional strategies for the strengthening and scaling up of CCT
- To influence, support, learn from, and collaborate with regional and global networks

3. GENERIC PURPOSE OF THE ROLE

- To take responsibility for a designated area of the team's overall task or specific projects.
- Share in responsibility for the overall team task and be responsible for carrying out work packages
- Liaise with internal and external contacts
- Responsible for reviewing own personal development, and overall team tasks

4. PARTICIPATION IN THE SPIRITUAL LIFE OF TEARFUND

- To attend corporate weekly Staff /Team Prayers, to hear of Tearfund's work and to spend time in prayer and worship together.
- To lead or participate in spiritual sessions of prayer and biblical reflection within the Team / Group
- To be committed to Tearfund's Missions, Values and Beliefs statement.
- To be committed to actively working and living in accordance with Tearfund's Christian beliefs.
- To maintain your own spiritual development.

5. POSITION IN ORGANISATION

- Member of International Group
- Reports to the Asia Geographic Head
- Part of the CCT Matrix Team

- Works closely with the Geo Teams, CCT Steering Group, Church and Development Unit, Theology and Network Engagement Team, Comms for Development, Impact and Effectiveness Team and the Technical Unit.

6. SCOPE OF JOB

- Develop and support the delivery of the regional strategy for the strengthening and scaling up of CCT
- Capacity Building
- Internal and External Representation
- Learning and Information Management

7. DUTIES AND KEY RESPONSIBILITIES

Internal and External Representation

- Provide input into the global scale-up plan for CCT.
- Represent the region in the CCT matrix team
- External representation of Tearfund in key gatherings around Church and Community Transformation, in coordination with the CCT Steering Group and the Theological Network Engagement Team.

Development of CCT regional strategy

- In collaboration with other internal stakeholders, especially Country Teams, Church and Development Unit, Theology & Network Engagement Team, Comms for Development and the Technical Unit, develop a shared CCT regional strategy (and periodically review the strategy) for strengthening and scaling up CCT.
- Ensure relevant input from key external stakeholders in the strategy development, in order to include their perspectives, aiming to have their endorsement and strengthen their engagement in the work we support.'
- Ensure compatibility between the regional strategy and global CCT strategy.

Implementation of CCT regional strategy

- In close collaboration with Theological Network Engagement Team, Church and Development Unit and Country Teams, provide practical strategic support and CCT leadership for the region, coordinating the implementation of the regional strategy in particular through:
 - i) Scaling up and Strengthening CCT
 - Supporting country leads to address ongoing key CCT capacity building needs at country-level (eg by coaching, linking or direct provision).
 - Supporting cross border / regional CCT initiatives that enable coherency / consistency of approach and add value to country-level CCT work.
 - Support the development of sufficient numbers of quality CCT trainer of trainers
 - Supporting/initiating innovative pilots
 - Take forward Tearfund's thinking on selected areas of CCT work in the region in discussion with the Church and Development Unit.
 - ii) Catalyzing a movement
 - Facilitate the sharing of experience and learning across the region and with the wider Tearfund and CCT movements, help capture learning and facilitate mutual prayer support.
 - Contextualisation of CCT tools to ensuring consistency, quality and cross-learning on their application. Help establish and support national and regional level coordinator/ facilitator networks,
 - ii) Coordinating regular reporting against progress

PART 2 – PERSON SPECIFICATION

JOB TITLE: Regional Church and Community Transformation (CCT) Lead

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Degree or equivalent level of knowledge 	<ul style="list-style-type: none"> Qualification in International Development Qualification in Theology
EXPERIENCE	<ul style="list-style-type: none"> Experience of the community development sector in Asia Experience of programmes which work with churches to mobilise them to engage with their communities (particularly in Christian minority contexts) Experience of influencing, mobilising others and developing networks. Experience of strategy development Experience of budget management Proven experience in delivering innovation and collaboration Proven experience of capturing and sharing of learning to build the capacity of others. 	<ul style="list-style-type: none"> Experience of working in (for) local or national churches Experience in managing written publications such as manuals or other educational materials
SKILLS/ ABILITIES	<ul style="list-style-type: none"> Fluent written and spoken English and at least one other major language within the Asia Region. Ability to communicate clearly, assertively and diplomatically in order to influence and network effectively Ability to work well cross culturally, both between different Asian cultures and those outside of the region. A strong track record of working collaboratively with others to deliver shared goals Coaching and mentoring skills Strong analytical and strategic thinking skills Theologically literate and confident in reflecting on scripture in relation to work. Ability to work flexibly, on own and at times under pressure to meet deadlines Willingness and ability to work within organisational guidelines and to corporate, team and individual objectives IT literate 	<ul style="list-style-type: none"> Spoken abilities in further Asian languages
PERSONAL QUALITIES	<ul style="list-style-type: none"> Committed Christian with a passion for justice and development and the local church's role in delivering this Innovative, dynamic and proactive Credibility with both grassroots and senior 	
OTHER COMMENTS: Travel up to 10 weeks per year		