

European Christian Mission

**Appointing a New
International
Director**

People
Change
Europe



We help people plant churches that change Europe



European Christian Mission (ECM) was birthed out of an all night prayer meeting in 1903. The call was to see the peoples of Europe transformed in the name of Jesus Christ. We have been living out that vision ever since by planting and developing reproducing churches that evangelise and disciple people across Europe.

We are pioneering and we are steadfast. Please read further and pray about whether Jesus might be calling you to lead us forward.

About European Christian Mission

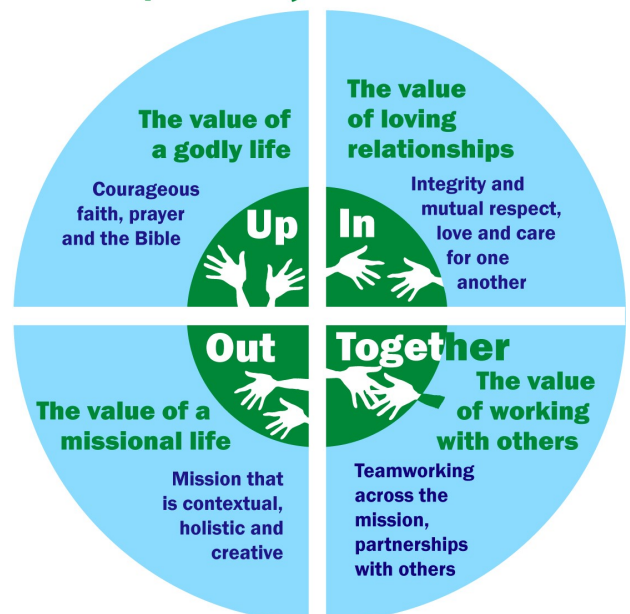
We are focused on church planting in Europe. We are interdenominational and international. We are evangelical in our theology.

Today we have over 200 people working in 25 countries in Europe. Our team of frontline missionary partners is drawn from over 30 nationalities. To support our frontline workers, ECM also has a network of mobilisation teams in Great Britain, Ireland, France, Netherlands, Spain, USA, Brazil, Australia and New Zealand.

Our culture is shaped by four core values.

For more details about our ministry, structure and organisation, please check out our website www.ecmi.org/introduction-to-ecmi

Inspired by the Gospel Shaped by our Values





The ECM family and a selection of ECM ministries
www.ecmi.org/ministries-in-europe



Context of the appointment

ECM is deeply grateful to Chris Wigram for the leadership he has given over many years.

The responsibility of identifying the next International Director is held by the European Christian Mission International (ECMI) Board of Trustees, who are committed to discerning the heart and will of God for the next chapter in the life of ECM. The Board of Trustees is praying for a leader who develops and inspires the pioneers God has entrusted to our care.

ECM is a complex organisation where the ability to build relationships and partnerships effectively will be key to your success. As a pioneering and visionary leader, you will need to adapt, innovate and manage change in the context of a constantly changing European mission field.

Our prayer for the next leader

The leader we are praying for is described below:

Calling

- You carry a burden to reach the peoples of Europe with the good news of Jesus Christ.
- You have a passion to serve, develop and mobilise frontline church planters and missional innovators.

Gifts and strengths

- You will be energised by new missional opportunities to engage people of all ages and backgrounds in the planting of reproducing churches across Europe.
- You are highly relational.
- You can draw together Christians from all denominations and unite them under God's vision for ECM.
- You flourish in communicating vision and then translating it into organisational strategy and delivery.

Experience and character

- You have worked in frontline missional contexts.
- You understand what is required to pioneer and plant churches.
- You have built high performing teams that are Christ-centred and united.
- You have an integrated faith that applies the same approach to your working life and ministry as to church and family.



Role description

The International Director is the Chief Executive Officer of European Christian Mission International (ECMI) and is appointed by the International Trustees.

The central purpose of the role is to lead and develop ECM's vision and strategy for the mission members and partners in line with ECM's core values.

It is critical that the International Director brings those particular expressions of leadership that will enable the whole organisation to flourish.

The key responsibilities of the International Director are:

Visionary and pioneering leadership

- Have a listening heart, towards God and colleagues, in order to shape an inspiring vision and clear strategy for ECM.
- Lead the overall direction and development of ECM ministries, implementing and driving the vision and strategy of the mission.
- Ensure that ECM remains mission-focused, courageous, innovative and fruitful.

Inspirational leadership

- Provide an example of a radical follower of Jesus Christ.
- Model and further integrate our values into our culture and practice.
- Inspire and energise staff with bold vision and clear strategic priorities.
- Develop and empower leaders, ensuring that they have the skills and resources necessary to excel in their roles.



Organisational health and development

- Cultivate a missional culture that is fervent in prayer, rich in love and rooted in Biblical truth.
- Champion innovation, learning and leadership development.
- Strengthen cohesion, cooperation and communication between the fields, the mobilisation teams and the wider Christian community.
- Pursue potential fund raising and recruitment opportunities that might be outside the reach of the mobilisation teams and partners.
- Ensure that ECM has the right structure, people, policies and procedures in place to deliver excellence in its work.

Management responsibilities

- Leading and directing the International Leadership Team to maintain coherence and unity of purpose.
- Directing the work of the HR Director, the Director of Finance and Administration, and the European Church Planting Consultant to ensure the development of ECMI.
- The International Director is also a member of the Field Ministries Executive Team, the Advisory Group and the Mobilisation Leadership Team.



Person specification

We seek a follower of Jesus whose faith is whole heartedly in alignment with ECM's values and Statement of Faith.

Spiritual leadership

- Your leadership is built on Biblical principles and your convictions are lived out in both your organisational leadership and your personal life.
- You have a deep and sound theological understanding of the Bible and are able to teach and pastor accordingly.
- You enjoy working with a broad range of evangelical Biblical interpretation and do not look to enforce your particular style of evangelical doctrine or ecclesiology.
- You demonstrate the qualities of wisdom and discernment.
- You humble yourself before others and model servant-hearted leadership.

Missional experience

- You have proven leadership experience in frontline mission and a heart specifically for mission in Europe.
- You have lived for a significant amount of time in a second culture.
- You have developed a sophisticated cultural intelligence, with the ability to apply this to the cultural diversity of ECM's membership and partners.
- You understand the particular needs and challenges of national workers.
- You have a strong understanding of diverse Christian cultures and traditions.

Self leadership

- You lead from a place of deep integrity and can demonstrate authenticity in leadership and life.
- You can endorse, build and demonstrably live out the ECM core values:
In – Out – Up – Together.



Interpersonal skills

- You are an excellent communicator with a strong command of the English language (English is the core language of the ECM community).
- You are skilled in consultation and collaboration.
- You are confident and effective in chairing and leading meetings.
- You have the emotional intelligence to build cohesion and unity, with the ability to manage multiple and complex issues.
- You are able to coach, mentor and develop others in leadership.
- You have the courage and resilience to provide decisive leadership where the context and situation demands.

Personal

- You are committed to and involved in regular worship within a local church.
- You are willing to travel extensively throughout Europe.
- You have studied theology or missiology.
- You have a developed and committed support network for prayer and financial support.
- The successful candidate will be expected to be based in Europe and contribute to the remuneration package through personal support.



How to apply

Applications should be sent by email to David James at hr@ecmi.org and must be received by **16th May 2019**.

Your application should comprise:

1. A mandatory covering letter, of not more than two pages, outlining your motivation and relevant experience for the role.
 - Please talk about your fit with the Christian faith and motivation we seek in our International Director. Christian faith is an Occupational Requirement for this position.
 - This covering letter should also include the names of your three referees. Please note – these referees will not be contacted until late in the process and only with your prior agreement. The names and details of your referees will be held in strictest confidence.
2. A full CV, including educational and professional qualifications, a full employment history showing positions, responsibilities held and relevant achievements.

Interview and appointment:

- The ECMI Trustees will confirm the shortlisted candidates by 27th May 2019.
- Selected candidates will be invited to interviews with members of the ECMI Board on 1st-3rd July 2019 in Austria.
- The successful candidate will be expected to take up the post of International Director in January/February 2020.

Thank you in advance for your prayerful consideration of this leadership opportunity and for taking an interest in the precious life and ministry of European Christian Mission.



European Christian Mission



 **ecm**
*Sharing Christ's love
in Europe*

www.ecmi.org