



Director of Staff Care and Development

Reconciled World is a global non-profit organization committed to bringing hope and transformation to vulnerable communities. We long to see vulnerable people, families, and communities experience wholistic transformation in every aspect of their lives. We work in partnership with local churches and organizations, equipping them to address the root causes of poverty and brokenness.

We have a small but rapidly growing team. Of our 48 team members, 21 have started in the last three years. All work remotely, and the majority of staff are either in leadership positions or lead teams of volunteer trainers of trainers. With such rapid growth and a dispersed workforce, we are looking for someone to head our staff care and development department.

The department is responsible for all leadership training for our staff, onboarding, ensuring organizational values are embedded, coordinating and overseeing staff events, and making sure that staff are wholistically healthy, feel cared for, and have a good work-life balance. The department also speaks into staff discipline issues and HR policy.

This position will develop and execute a plan for staff care and development. This will involve both online and in-person training, and identifying and developing appropriate materials.

This is a full time, fully remote position, allowing you to work from anywhere and set your own work schedule. You will need to connect with teams in Africa, Asia, US, and NZ so highly flexible work hours and ability to travel will be needed. It is expected that this role will include 4-8 weeks of travel a year.

Responsibilities:

- Staff Development
 - Design and help coordinate key staff and volunteer face-to-face events - typically we have 6-10 events a year that need to be overseen. Some involve special events for partners, others the spouses of our staff etc.
 - Identify devotions, leadership and soft skills training needs and work with the team to prepare materials or identify appropriate sources of materials. Where appropriate, help deliver this training
 - Adapt learning opportunities to a wide variety of cultures, backgrounds and learning styles
 - Strengthen efforts to embed values
 - Identify external learning opportunities for staff to continue to develop their skills
- Onboarding
 - Work with department leaders to help develop curriculum and experiences to onboard new staff



- Team Leadership
 - Give leadership to the staff care and development team - we currently have two part-time staff who help with pastoral care and self-care online workshops and one who helps write devotions and other staff development pieces.
- Staff Care
 - In addition to the care offered by the staff pastor and counsellor, research and suggest ways for RW to truly care for their staff.

Qualifications:

- A heart for vulnerable people and a passion for bringing glory to God through your work.
- Resonates with our [7 Core Principles](#)
- Experience in training and developing leaders, adult education and working cross-culturally - ideally in Africa and/or Asia.
- Experience in pastoring and/or member care for others
- At least 5 years of leadership experience
- Comfortable learning and working with a variety of online collaboration tools, including Asana virtual office space and various Google apps.
- Self-motivated and able to work independently with minimal supervision.
- Excellent time management skills and the ability to prioritize tasks effectively.
- Strong interpersonal and communication skills for collaborating with team members from diverse cultural backgrounds.
- Fluent in written and verbal English. French language skills are a bonus.

To Apply:

If you are interested in this position and think God may be calling you to work with Reconciled World, please send your resume and cover letter to Anna Ho (anna@reconciledworld.org). We look forward to talking with you!