



Head of Staff Care and Culture

Reconciled World is a global non-profit organization committed to bringing hope and transformation to vulnerable communities. Our calling is to create a wholistic discipleship movement that results in God glorified, churches strengthened, and poverty and injustice ended. We work in partnership with local churches and organizations, primarily in Africa and Asia, equipping them to address the root causes of poverty and brokenness.

As a wholistic discipleship organization, we teach churches to bring every area of life under the Lordship of Christ, believing that God's intentions for relationships, stewardship, and health are revealed in the Bible. The Head of Staff Care will lead a small remote team that seeks to make sure our staff are growing in these areas so that we are good role models of the very things we teach to others. In this role, you will provide pastoral care and leadership across cultures, ensuring that our global team remains wholistically healthy as we carry out our mission. You will also be responsible for thinking about how we embed our values throughout the organization, and build a healthy organizational culture.

We are an ever growing remote team, with about 50 members mostly based in Asia and Africa. We also work with 1500+ volunteer trainers across Asia and Africa. Many members of our team (including our volunteers) are longtime pastors, denominational leaders, and ministry heads in their countries—mature and well-respected leaders. You will play a vital role in caring for this mature and evolving team, ensuring that our organizational culture remains strong even as we grow.

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, Europe 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.

Key Responsibilities:

- Staff Care
 - Develop and execute a plan for staff care.
 - Meet with staff one-on-one, on a regular basis, to evaluate how they are doing spiritually, socially, physically, mentally, and emotionally. Provide accountability and support where needed.
 - Connect with staff via Whatsapp and other online platforms to make sure they feel connected to the organization and cared for.
 - Pray with and for staff.
 - Help oversee the deacon fund that provides financial support to members of the RW team and network for volunteers in times of need.

- Staff Discipleship
 - Help design the programming for face-to-face events for RW team members.

- Identify training needs in the area of wholistic health; work with the team to prepare materials or identify appropriate sources of materials. Where appropriate, help deliver this training.
 - Adapt trainings to a wide variety of cultures, backgrounds, language abilities, and learning styles.
 - Help identify needed devotional topics
 - Strengthen efforts to embed RW's organizational values.
 - Identify external learning opportunities for staff to continue to develop their wholistic health.
- Build Community
 - Look for opportunities to create community; evaluate current efforts and suggest improvements.
 - Plan community-building activities at in-person and virtual staff events.
 - Take part in planning virtual events such as the Christmas Party and Week of Prayer.
- Develop a strategy to extend wholistic care to our National Trainers, Program Directors, and Master Trainers.
- 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 (primarily through online workshops) and one who writes devotions and other staff development pieces.
 - Identify gaps in the staff care team and oversee recruitment.
- HR
 - Speak into discipline and grievance issues.

Qualifications:

- A heart for vulnerable people and a passion for bringing glory to God through your work.
- Resonates with our [7 Core Principles](#)
- 10+ years experience in pastoring, member care, or a related field.
- Experience in training and developing leaders, adult education, and working cross-culturally—ideally in Africa and/or Asia.
- 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 applications@reconciledworld.org. We look forward to talking with you!