



JOB DESCRIPTION

Date: October 28, 2022

Position: Senior Director of Training

Reports to: Senior Strategic Advisor of Global Strategic Services

FLSA Status: Salaried Exempt

Compensation: \$108,0000 -\$144,000 depending on experience

Work Hours: Full time

Description:

Advise and resource field partners so that they are developing robust training programs and systems that serve a growing movement of leaders shaped by our shared values. Convene and coach training catalysts so that they advance training in their regions. Contribute to the creation and implementation of training resources and programs.

Responsibilities:

1. Advise, spiritually encourage, and resource field partners (affiliate, sub-regional and hub city leaders) in developing training systems:
 - Oversee and implement a roadmap (action plan) for developing the various elements of a training system in a region or city (what success looks like in each stage, trainer development, processes, tools, content, key roles); along with a dashboard that summarizes the elements for each stage of development
 - Implement a model of strategic planning for training with training catalysts from several regions
 - Utilize the training system evaluation tool with partners and provide guidance so they can strengthen their training
 - Understand all training systems and be able to understand various differences and strengths across all regions
2. Convene and coach regional training catalysts so they learn from each other, build ongoing friendship, trust, and camaraderie. Create synergy in training methodology, enhance training programs, encourage content creation & sharing, and support trainer health.
3. Develop the tools and processes needed to serve the development of training systems that are adapted for each region. Ensure tools accessible to operate, develop and evaluate a training system
4. Contribute to the creation and implementation of training resources and programs to serve the growing global training needs:
 - Ensure each region has a context appropriate program and system to develop and serve trainers

- Maintain an accessible library of best examples of our core training programs for and from our partners. Add and improve as needed.
 - Provide feedback and coaching to training catalysts and trainers as needed for some regional intensives and other programs
 - Enable leaders to develop a movement mentality in regards to developing training systems, continuously monitor and build buy-in for these systems
5. Discover, model and share best ideas and practices in training, adult learning, training platforms with staff and field partners

Qualifications:

1. 10+ years experience coaching and developing trainers from various urban global contexts
2. Experience creating and implementing training systems with international training practitioners
3. Has developed and delivered a large portfolio of non-formal training resources for leaders
4. 10+ years of church planting and/or cross-cultural experience
5. Experience with evolving training platforms and technology
6. Practices and encourages principles of non-formal education

Theology and Character:

- Active prayer life, godly discernment, servant leader and gospel shaped character
- Seeks to embody the values of Redeemer City to City:
 - How the gospel is a dynamic that shapes our life and ministry
 - City focused
 - Holistic application of the gospel
 - Contextualized church planting
 - Commitment to the development of local leadership
 - Movement minded

BENEFITS

Medical, dental and vision coverage

Life insurance

401 K with employer match, after waiting period

Flexible Spending – Medical and Dependent Care

Commuter Benefits

Employee Counseling Benefit

Generous PTO, including the week between Christmas and New Years

Paid Sick Leave

Sabbatical Leave - after 7 years

Redeemer City to City is a global organization that serves a diverse community. Men, women and members of all ethnic groups are encouraged to apply.

To apply, please send a cover letter and resume to Trisha Burgess, Senior Director of Human Resources, at trish.burgess@redeemercitytocity.com.