



JOB DESCRIPTION

Job Title: Network Director

Reports To: SVP of Programs

Ministry: Programs **Full-time or Part-time:** FT (Remote)

Supervisory (# of staff supervised): 1

ESSENTIAL PREREQUISITES FOR ALL STAFF MEMBERS

Because World Impact is a Christian missions organization with a written doctrinal statement, World Impact reserves the right to employ only people who are born-again believers in the Lord Jesus Christ as their personal Savior, and who are in full accord with our ministry's doctrinal statement. Service is at the will of either the staff member or missionary, or World Impact. This means that the staff may quit at any time with or without notice and World Impact may terminate the service agreement at any time with or without notice. There is no promise that service will continue for a set period of time. Nor is there a promise that service will be terminated only under particular circumstances. No one has the authority to make representations inconsistent with this policy. This policy supersedes all written and oral representations that are in any way inconsistent with it. World Impact, Inc. retains the discretionary right to terminate any staff member, including missionaries, at any time and for any reason deemed to be in the best interests of the ministry. These policies do not constitute a contract, expressed or implied, to continued employment, and said policies do not alter the status of any at-will service member under the laws of the state.

Education & Experience:

- Must be a college graduate or equivalent work experience.
- At least 3 years of field experience in gathering and equipping leaders from diverse backgrounds toward collaboration and partnership.
- Adept at engaging a diverse group of Christian leaders
- Expertise in cross-cultural contexts
- A firm grasp in analyzing customer needs and deploying resources/solutions to meet a customer where they are
- Bilingual in Spanish Preferred

Job Summary:

The Network Director (ND) is responsible for the engagement of partners and individuals across World Impact's three main connection points (Learn, Grow, Belong) in-person and online with the express intent of creating relational connectivity and platforming WI's content to drive a thriving learning community. The ND is also responsible for the deployment of standards for these types of gatherings. The ND will also be responsible for the account management of existing partners and individuals and creating sub-group learning communities when appropriate.

Key performance objectives with projected time allocation are:

- Oversee and coordinate World Impact's engagement strategy for its partners and individuals that spans the three main connection points of Learn, Grow and Belong. 20%
- Create and deploy standards for gatherings in-person and online that can be democratized so others regionally can offer aspects of the network (20%)
- Maintain relationships with existing partners through account management best practices. 20%
- Create and maintain learning communities that are dedicated to specific sub-group needs (i.e. Women in Leadership, Pastor Cohort, etc). Collaborate with Programs or other staff to develop content for these subgroups as needed. (20%)
- Maintain a feedback loop with partners and individuals that feeds the resource team with timely data that will drive improvement to curriculum and its delivery. (10%)
- Handles all ancillary responsibilities, interruptions, and unplanned activities. (10%)

Qualifications & Expectations:

CORE COMPETENCY

1. **Mission Driven:** Demonstrates commitment to the mission of World Impact as a whole and is aligned with organizational values
2. **Collaboration:** Helps colleagues as needed, views responsibilities as shared
3. **Adaptability:** Adapts and responds to change effectively; proactively seeks opportunities to be supportive of change and serve our mission
4. **Communication:** Uses effective written and oral communication with internal staff, teams, and community served; demonstrates empathy and listening
5. **Ownership:** Effectively manages own work, and work of teams when relevant, ensuring delivery of high-quality work
6. **Expertise in area of focus:** Has skills and expertise in area of technical or functional expertise

LEADERSHIP COMPETENCY

1. **Initiative & Results Driven:** Makes and executes strategic plans to enhance intended impact, adjusting course as needed
2. **Strategic Thinking:** Considers the future of World Impact proactively and responsively; weighs diverse inputs to inform strategies; identifies innovative opportunities when relevant
3. **Develops & Motivates:** Motivates others and supports their development through strong coaching and mentoring
4. **Emotional Awareness:** Understands own emotions and others', and responds with empathy
5. **Organization & Systems:** Has a robust understanding of the community served and the landscape in which the organization operates, and actively applies that knowledge

Physical Requirements:

- Sedentary Work. While performing the duties of this job, employees are regularly required to sit, walk and stand; talk and hear, both in person and by telephone; use close, distance, color, and peripheral vision; use hands repetitively to finger, handle, feel or operate standard office equipment; reach with hands and arms; lift minimum 10 pounds.
- This work will require travel. Estimated between 25 – 35 days as Network gets off the ground.

Essential Duties & Responsibilities:

Interpersonal

- Serve as the subject matter expert (SME) for how to convene our audiences and introduce them to the network and corresponding curriculum.
- Liaise with data team on quarterly updates, reporting on platform activity.
- Plan and oversee World Impact Network Budget (operational and development), tracking expenses and annual expenses and income, and work with CFO and Controller as needed.

Operational

- Collaborate with Director of Digital Learning and Program Operations on development and infrastructure for learning communities through TUMI Online.
- Work in conjunction with Program Operations Director to increase the effectiveness of customer support, internal reporting, through coordination and communication.
- Conduct weekly planning and create and track quarterly objectives and key results (OKRs) using Weekdone.

This description is not intended, and should not be construed, to be an exhaustive list of all responsibilities, skills, efforts or working conditions associated with this job. It is intended to be an accurate reflection of the principal job elements essential for making compensation decisions.

I have read the above job description and I believe I can perform the job.

Staff Person's Signature: _____ **Date:** _____