



Christ's Hope International

Africa Team Leader

Job Description

1. Introduction

Christ's Hope International (CHI) is a Christian, non-profit charity which cares primarily for vulnerable children affected by extreme poverty and AIDS. The work in seven African countries is supported by fundraising in the United States and six European countries. The primary focus of the ministry is to support children's physical, mental, social and spiritual well-being through Christian, after-school care programmes.

The Africa Team Leader should be an outstanding Christian leader and manager who can enable the organization to achieve successful development and growth ensuring sustainable high-quality ministry through an open, participative and consultative approach to decision-making.

Therefore, the Africa Team Leader must be an enthusiastic and committed Christian capable of supporting the organization in achieving our mission and strategic development. Highly developed leadership and management skills are required, alongside an ability to work successfully with a wide range of people within multicultural environments.

Christ's Hope International and the International Board are uncompromisingly biblical and unashamedly Christian; we therefore bring the life-changing message of Jesus Christ and encourage discipleship within our ministry. The Africa Team Leader should share our faith and vision for caring for vulnerable young people affected by extreme poverty and HIV/AIDS in Africa.

The Africa Team Leader is primarily focused upon and responsible for all aspects of the operations of CHI in African ministry countries. The Africa Team Leader is responsible to the International Director.

It is expected that the development of vision, mission, strategy and business planning will be the responsibility of the International Director with input from the Africa Team Leader in leading the International Office team in a widespread consultative and participative decision-making process involving all stakeholders across the organization.

2. Job Summary

The Africa Team Leader (ATL) leads and manages CHI in Africa and, in partnership with the International Director, is responsible for the success of CHI within the continent. Together with the International Board and the International Director, the ATL assures CHI's relevance to the community, the accomplishment of our vision and mission in the ministry countries.



The International Director delegates responsibility for the management and day-to-day ministry operations of CHI in Africa to the ATL, and s/he has the authority to carry out these responsibilities, in accordance with the direction, policies and procedures established by the International Board.

The Africa Team Leader supports the International Board in achieving its governance and accountability functions.

3. Job Description

Position	Africa Team Leader
Reporting To	International Team Leader
Level of Position	Deputy Chief Executive Officer for CHI with responsibility for African Ministry; Ex-Officio Member of the Board of Trustees
Accountable For	Country Team Leaders performance in operations in Africa
Purpose of Position	To lead and manage Christ's Hope International strategically in the delivery, growth and development of its ministry in Africa
Key Responsibilities	<p>The Key responsibilities of the African Team Leader are:</p> <ul style="list-style-type: none"> • To collaborate with the International Director in developing the vision, mission and strategic plan of CHI African operations; • To help develop and ensure observance of CHI policies and procedures; • To develop operational business plans for the organisation and ministry country teams through consultation with stakeholders and team members; • To support resourcing strategies within all countries; • To ensure effective communication, reporting and accountability; • To monitor, evaluate and review the performance of ministry country team leaders CHI against agreed targets and performance indicators; • To ensure compliance with CHI ethical, legal and regulatory structures, internal and external; • To ensure effective risk management strategies; • To secure effective asset management; • To maintain health, safety and security; • To ensure a work environment that recruits, retains and supports high quality staff and volunteers; • To motivate and enthuse teams and individuals in achieving organisational and personal goals;

	<ul style="list-style-type: none"> • To recommend staffing and personnel financing to the Board of Trustees, and in accordance with Board action, recruit personnel, negotiates professional contracts, and sees that appropriate salary structures are developed and maintained; • To assure a process for selecting, developing, motivating, and evaluating the performance of staff and volunteers in ministry countries through the HR Director; • To promote the professional and personal development of CHI staff, volunteers and all team members through planned training, coaching and mentoring strategies; • To promote active succession planning; • To develop strategic partnerships with other organisations and local communities, especially local churches and other Christian organisations; • To strengthen and lead the spiritual life and Christian culture of CHI; • To ensure equal opportunities for all staff and prospective staff; • As may be necessary, to represent and promote CHI internationally and within countries through presentations and attendance at meetings, international conferences, and public events, as well as visiting churches, businesses and other community organisations. This shall be as agreed upon with the ID as scheduling permits.
<p>Support</p>	<p>The Africa Team Leader will be supported by a dedicated team of staff including other senior leadership positions within the International Office Team, African Country Team Leaders and appropriate administrative staff.</p> <p>The International Board is committed to providing support for the whole CHI Senior Leadership Team, including the Africa Team Leader. This will involve:</p> <ul style="list-style-type: none"> • Regular meetings and frequent, open communication with the International Board and its committees • Access to spiritual direction and care • Access to further professional training and development, internal and external • Mentoring • Opportunity to gain further qualifications • Performance management • Appraisal
<p>Minimum Qualification and Experience</p>	<p>A relevant tertiary qualification, or equivalent, with at least 7 years' general work experience. At least 2 years' senior leadership and management experience is required.</p>

	<p>The Africa Team Leader must be an enthusiastic, committed Christian active within their local church and wider faith community.</p>
<p>Personal Qualities</p>	<p>A commitment to promote, model and uphold, personally and within the organisation, the important Christian values of love, service, openness, honesty and integrity.</p> <p>To endorse, through personal example, Christian approaches to 'servant' leadership and team working.</p> <p>To demonstrate excellent interpersonal and social skills.</p> <p>An ability to work sensitively and effectively within a changing and diverse multicultural environment.</p> <p>A willingness to travel frequently, including internationally.</p>
<p>Working Conditions and Demands</p>	<p>The Africa Team Leader should be able to respond to detailed, complex concepts and problems, balance multiple tasks simultaneously, and make effective decisions regarding issues and events within reasonable timelines. This is a high-stress position based on full responsibility for all CHI operations within Africa.</p> <p>The post holder should be able to:</p> <p>Plan and implement programmes. Establish and maintain appropriate, strong and collaborative relationships with the IB, committees, volunteers, staff, donors and clients. Develop smooth and constructive relationships with executive colleagues, outside agencies, organizations and individuals. Plan effectively and meet deadlines. Maintain a flexible work schedule to meet the demands of executive management. Deal effectively with demanding situations; design and implement appropriate interventions. Convey a professional and positive image and attitude regarding CHI within a variety of sectors and community organisations.</p> <p>Hours may be long and irregular.</p> <p>At the time of the present revision of this job description, CHI has an annual budget of about \$2.5 million, over 200 staff and volunteers, and serves over 2000 children.</p>
<p>Application Limit</p>	<p>March 24, 2022</p>
<p>Application Sent To</p>	<p>rita@christshope.org</p>

Application Procedure	The selection process will involve interviews, a presentation and other management exercises with members of the CHI Interview Panel, HR Director, and the CHI International Director.
Application Consist Of: Should	<ul style="list-style-type: none"> • Cover letter motivating your application, including your approach to leadership and management of people, and the contribution you can make to this position • Statement of your Christian faith and spiritual development • Updated CV; • Proof of academic credentials mentioned in CV; • Proof of senior leadership and/or management experience; • Two professional references; • Two spiritual references; • Short-listed candidates shall be required to submit to back ground check.
Organisation Information	www.christshope.org