



## International Director/CEO of CMS Australia

CMS is a fellowship of Christian people and churches committed to global mission. We work together to set apart long-term workers who cross cultures to share the gospel of our Lord Jesus Christ.

Our vision is for *a world that knows Jesus*.

The CMS Australia Board is seeking to appoint a servant-hearted leader to the role of International Director to guide the organisation into the future.

The International Director for CMS Australia provides strategic leadership as they work alongside the Branch and Regional Directors to uphold the vision, purpose and values of the CMS fellowship. The International Director seeks to ensure that missionaries are well-prepared to serve long-term, plays an active role in the development of cross-cultural partnerships and supports CMS-A staff and volunteers.

Based in Sydney, the International Director reports to the Board of CMS-A, supervises a team of five senior staff, and is required to travel on up to three pastoral visits each year.

The successful applicant will be an ordained Anglican minister who is a widely respected servant leader with the following skills, gifts and experience:

- Strong interpersonal skills including ability to lead, develop a team and to effectively delegate
- Prior long-term cross-cultural experience
- Passion for world mission
- Actively engaged in world mission
- Ability to think strategically and analytically on a big picture scale
- Bible teaching skills to a large Bible literate audience
- Diplomatic, with cultural and emotional intelligence, and ability to make difficult decisions.

The following attributes are also desirable for the role:

- Missiological qualifications or equivalent
- Excellent organisational skills
- Experience in governance and managerial roles
- Involvement with CMS
- Pastoral care skills and experience

It is a requirement of this position that the incumbent will live and display a commitment to the Christian principles espoused and promoted by CMS-A and abide by the [CMS Code of Conduct](#).

### For further information or to apply:

Contact Board Chair James Oakley at [joakley@cms.org.au](mailto:joakley@cms.org.au)

Please include a resume and cover letter addressing the requirements.  
Applications close COB 16 May 2022.

#### CMS Australia

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[cms.org.au](http://cms.org.au)

<b>Job Title</b>	International Director
<b>Department</b>	CEO
<b>Reports to</b>	CMS-A Board
<b>Direct reports</b>	Finance Director, Regional Mission Directors (3), Development and Training Director, E.A. to International Director/Federal Candidates Missions Support Officer and Communications Manager
<b>Vision</b>	<i>A world that knows Jesus</i>
<b>Overall purpose</b>	<p>To have CMS-A seen as a leader in the provision of international ministries for the Anglican and other Churches in Australia through the development of partnerships with churches and other organisations in many parts of the world and through the selection, training and support of mission personnel working in relationship with the branches of CMS.</p> <p>The presentation of developed Strategic goals and objectives and the implementation of those approved by the Board.</p>

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The International Director for CMS Australia works alongside the Branch and Regional Directors to uphold the vision, purpose and values of the CMS fellowship.

### **Specific accountabilities**

**Provide leadership** of the operations of CMS-A and contribute to the strategic leadership of the CMS fellowship, by ensuring the direction, quality, and effectiveness of the ministry is developed and implemented in line with the CMS Vision by having appropriate staffing, training and development and use of resources within budget.

**Provide missiological reflection and analysis** of the CMS fellowship across Australia, by personal research and study, support of research at St Andrew’s Hall, and participation in international forums.

**Establish new and develop existing partnerships** through investigating new partnership opportunities and developing relationships with partnership organisations to enable CMS-A to fulfil its vision and purpose.

**Ensure that missionaries on location are well-supported** to enable them to minister effectively over the long term of their ministry.

**Enable CMS branches to be supported** in developing their communication of cross-cultural gospel needs to their members and supporters.

**Ensure that staff and volunteers** are operating effectively, efficiently and in line with the values of CMS-A through the provision of a supportive culture including clarity of their roles, appropriate feedback, and encouragement.

**Ensure that a safe workplace** is provided for all, and all Work Health and Safety obligations are complied with.

## Specific outcomes

### 1. LEADERSHIP AND MANAGEMENT (30%)

**The Vision and Purpose of CMS-A is achieved through effective implementation of its Vision, values, strategic goals, and operation plans by ensuring that:**

- CMS-A is appropriately staffed and led as a result of professional recruitment, selection, supervision, and professional development processes including regular staff appraisals.
- In cooperation with CMS Branch Directors, the actions of the CMS fellowship are appropriate to our vision, values, and strategies.
- The CMS-A Board is supported and kept apprised of CMS-A operations.
- The Board and AGM (Federal Council) are presented with timely and accurate reports on the operations of the organisation.
- The CMS-A Board is kept apprised of issues and opportunities for the development of CMS-A and is provided with recommendations for priorities.
- CMS-A has up to date policies and procedures through the development of policies for Board approval and the implementation of approved policies.
- The CMS Fellowship has consistent, timely and relevant policies for the ongoing operations of the fellowship through consultation with CMS Branches.
- Good relationships exist between CMS-A and CMS Branches through regular contact and participation in fellowship meetings.
- CMS-A has strong domestic partnerships with external stakeholders through developing and maintaining healthy relationships. e.g. Missions Interlink and the Anglican and other churches of Australia.

**CMS-A operates within available resources by ensuring that:**

- A sustainable yearly budget and monitoring process, developed in consultation with CMS Branches, is presented to the Board for approval along with regular reports on financial performance.
- The Business Management team monitors and reports performance against the budget.
- CMS-A complies with all legal, statutory and audit requirements in a timely and professional manner.
- CMS-A property is effectively used and protected including timely maintenance and insurance.

### 2. CROSS-CULTURAL PARTNERSHIPS (10%)

**Opportunities for ministry are identified by matching needs and opportunities in cross-cultural contexts in North Australia and overseas, with the gifts and skills of the people we send to proclaim the gospel. This is achieved through establishing quality working relationships with churches and other organisations in cross-cultural contexts by ensuring that:**

- Strong and mutually supportive relationships are established with churches and other organisations who receive CMS-A missionaries by maintaining regular contact.
- Partnerships where we have missionaries placed are regularly reviewed to identify where the partnership may be coming to a close or may be open to expansion and the Board is apprised of the developments.
- New opportunities for partnerships and placement organisations that are aligned to our Vision and purpose are researched and identified while keeping the Board informed of developments. Regular communication with key international church and mission leaders is established and maintained to develop and continue strong working relationships. Where practicable these should include face-to-face meetings.
- The Board is kept abreast of current trends in missiology through listening to international partners, placement organisations and attendance at key international events.
- CMS-A is represented internationally.

### **3. MISSION PERSONNEL AND CANDIDACY (40%)**

**CMS-A workers are selected, trained, and located according to agreed criteria designed to ensure that they will survive and thrive in long-term mission service by ensuring that:**

- There is a well-functioning Federal Candidates Committee to effectively process candidates in a consistent manner.
- Selection and placement of mission personnel is achieved consistently against an agreed selection criteria.
- Selection policies and procedures are regularly reviewed to ensure criteria are consistent with the objectives of CMS-A.
- Federal Candidates Committee is provided with accurate and timely support services including the provision of applicant documentation, medical and psychological assessments, references, and interview notes.
- St Andrew's Hall develops and delivers a high quality residential training program to equip missionaries for effective long-term ministry on location.
- St Andrew's Hall is staffed with appropriate professionals to deliver the above outcome.
- Potential new locations for the deployment of missionaries are investigated and approved, and appropriate presentations are made to the Board.
- All missionaries receive regular pastoral care on location by both pastoral visits and regular communication. In normal circumstances this would involve up to three overseas trips per year by the ID.

### **4. COMMUNICATION, EDUCATION AND PUBLIC RELATIONS (10%)**

**CMS branches are effectively supported so that more Australian Christians are growing in their understanding of their role in strategic cross-cultural ministry and become aware of opportunities to support and participate in cross-cultural mission by ensuring that:**

- All CMS-A communication is consistent with and supportive of the Branches' communication strategies.
- All CMS-A communication to Branches, stakeholders and general public is consistent with the Vision, Purpose and Values of the CMS fellowship in a strong and positive manner.
- CMS-A is represented at key domestic and international Christian events.
- All CMS-A public relations and communication is consistent, through careful oversight and delegation by the International Director.

### **5. STAFF AND OFFICE (10%)**

**The CMS-A team reflects Christian principles as they work to discharge all their responsibilities by working in an effective and cooperative manner to achieve set goals.**

The International Director will:

- Demonstrate Christian character as a servant leader to the staff team and actively participate in team prayer, Bible study and team development.
- Participate actively in ongoing training and the performance appraisal process.

**A safe workplace free from harassment and valuing of diversity**

The International Director will:

- Actively promote a high standard of workplace health and safety.
- Promote and encourage the implementation of initiatives to promote equal opportunity and personal behaviour and practices consistent with the CMS Code of Conduct.
- The International Director will undertake all reasonable activities requested by the Board within his/her abilities.