



**Title: Staff Director Greater Toronto Area**

**Mission and Purpose:**

Provide visionary and pastoral leadership to develop and expand our campus ministry within the Greater Toronto Area (GTA) in implementing the purpose of InterVarsity Christian Fellowship of Canada: the transformation of youth, students and graduates, in all their ethnic diversity, into fully committed followers of Jesus Christ.

In this role you will translate your passion for developing disciples and introducing students to Jesus by growing our presence on campuses in Canada. You will bring vision and develop growth strategies as you supervise and mentor a team of campus staff and collaborate with the Staff Directors Team.

**Relationships:**

Reports to	Director of Campus Ministry
Internal Relationships	Campus Leadership Team Staff Directors Team National Services Centre staff Camp staff
External Relationships	As Staff Director, is the contact person for major donors, churches and certain designated foundations within the geographic area

**Role:**

- Supervise and mentor 6 to 10 campus staff
- Develop vision and ministry strategies for the campuses in the GTA

**Key Responsibilities**

**1. Personal Development**

- Be a growing and developing disciple of Jesus Christ
- Develop areas of expertise related to job assignment
- Grow in prayer and witness of the gospel of Jesus Christ
- Commit to right and peaceable relationships with all people
- Participate and join in local church community life
- Be a life-long learner that values the discipleship of mind, body, and spirit



## **2. Visionary and Strategic Pastoral Leadership**

- Develop a strategic vision and plan for area campuses to grow InterVarsity's ministry by establishing strong and vibrant fellowships that grow and introduce non-believers to Jesus.
- Mentor and disciple campus staff, speaking appropriate truth into their lives, and developing their capacity and growth in ministry competence.
- Support InterVarsity's mission by imparting vision, advancing training for staff and students, and by recruiting and training staff and student leaders.
- Model risk taking in faith, character development, evangelism, scripture study and pastoral care for staff, student leaders and students.
- Provide biblical and theological reflection on ministry issues pertaining to campus student leaders and students in being fully committed followers of Jesus Christ.
- Establish annual key goals/outcomes for staff and supervised fellowships in terms of the following three strategic ministry priorities:
  1. Build Witnessing Communities
  2. Develop Servant Leaders
  3. Increasing Operational Capacity

## **3. Administration, Fiscal Responsibility and Public Relations**

- Adhere to national policies, procedures, and reporting requirements
- Maintain sound financial status through management of expense/income according to current approved budget.
- Raise funds for 100% of personal operating budget.
- Support and hold staff team accountable in achieving their fundraising targets.
- Partner with Associate VP of Campus, VP for Development and Marketing, Field Director and other InterVarsity staff to tell the InterVarsity-Canada story of transforming youth, students, and graduates into fully-committed followers of Jesus Christ to area churches, schools, foundations, and general public.

### **Key Outcomes:**

- The growth of InterVarsity Canada's campus fellowships in the designated geographic area.
- Discipleship growth in supervised staff and in their discipling of student leaders, evidenced by the fruitfulness of student leader recruitment and growth.
- Strategic plans for sustainable fellowships to accomplish InterVarsity's mission are developed and implemented in collaboration with the Field Director and Campus Leadership Team.
- Staff growth in meeting fundraising targets.
- InterVarsity has good collaborative relationships with churches, schools and institutions in the assigned geographic area.
- Personal growth as a disciple of Christ and in leadership competencies



### **Qualifications:**

- Personal relationship with Jesus Christ with clear evidence of growth as a disciple
- Annually affirms and signs InterVarsity Core Commitment Agreements
- A minimum of 5 years of field-related experience in campus student ministry, including 1 - 2 years of staff management experience
- Spiritual gifting in either leadership or pastoring: strong discipling, pastoral ministry, and training skills, with proven ability to minister to the biblical and spiritual needs of students and to train other staff to do the same
- Biblical, theological, and spiritual acuity and maturity
- Proven ability to initiate activities and accomplish goals
- Well-developed team-building, problem-solving, consulting, conflict-management, and leadership skills in terms of biblical core values
- Strong understanding and support of all levels of InterVarsity leadership with proven ability to work collaboratively with other leaders
- Demonstrated cross-cultural abilities
- Demonstrated ability to raise funds for staff and programs
- Willingness to travel
- Strong oral and written skills
- Holds an undergraduate university degree

### **Application Process**

Interested applicants are invited to email a résumé and cover letter to [humanresources@ivcf.ca](mailto:humanresources@ivcf.ca).

Employment is conditional upon a clear police reference check. The successful candidate must be able to submit to InterVarsity's Code of Conduct and Statement of Faith.

We thank all applicants for their interest; however, only those candidates selected to move forward in the recruitment process will be contacted. No agencies please.