**bw logoNational Director of Theological Formation**

Position Description

Supervised by: VP, Spiritual Foundations

Status: Exempt

Location: National, non-NSC

Supervises: Associate Director, Training Specialists, and Administrator as necessary

**To advance the purpose of InterVarsity Christian Fellowship,** this position will serve as a ministry accelerator by leading and coordinating the design, development, and promotion of theological formation for staff.

**MAJOR RESPONSIBILITIES**

**Personal:**

* Be a maturing disciple of Jesus Christ, growing in intimacy with God, Christ-like character, and God’s kingdom mission
* Model life-long theological formation
* Model and promote mature integration of theological, biblical, and spiritual formation
* Engage consistently with theological works and leaders relevant to our mission and cultural milieu

**Visionary Guide:**

* Partner with leaders in People and Culture and Field lines to develop a shared, integrated vision of holistic staff development through all stages
* Consistently promote the integral nature of spiritual formation in accelerating fruitful mission on campus
* Assist national leaders in recognizing theological trends in broader Christian and secular culture and considering the implications for campus ministry
* Write, teach, and train broadly around theological formation topics
* Discern and use effective platforms for communication and influence in InterVarsity

**People Developer:**

* Hire and supervise staff in the Theological Formation department
* Develop dynamic partnerships within InterVarsity leadership
  + Partner closely as a member of the Spiritual Foundations leadership team to develop integrated perspective and experience of spiritual development for InterVarsity. Help ensure that Scripture Engagement, Intercession, Spiritual Formation, and Theological Formation contribute toward holistic spiritual development
  + Partner with People and Culture leadership to invest in healthy organizational culture and staff development at all levels
  + Partner with the Theological Formation leadership team to shape vision and practice of theological formation
  + Partner with InterVarsity’s national leadership in pursuit of our vision and mission
  + Facilitate a particularly strong partnership with Strategy and Innovation as it relates to theological formation of students and faculty
  + Facilitate a particularly strong partnership with IVP as it relates to thought leadership around theological issues
  + Facilitate a particularly strong partnership with Diversity as it relates to global and contextualized theology, and ethnic justice and reconciliation
  + Facilitate a particularly strong partnership with Learning and Talent as it relates to integration of theological formation in holistic leadership development
* Develop strong partnerships externally with seminaries and other institutions and leaders critical to theological formation
* Mentor supervisees and other InterVarsity staff with potential to be winsome ambassadors for theology
* Teach and train staff in areas of biblical and theological formation
* Collaborate with Field and People and Culture leaders to design training and resources for staff development
* Consult internally and externally related to theological formation topics relevant to InterVarsity’s mission
  + Participate in strategic national theological conferences and consultations
  + Develop relationships with theological leaders, both within and without InterVarsity, on best practices in forming, shaping, and equipping ministry staff theologically for practical application on campus

**Structural Architect:**

* Build and manage a Theological Formation department, including staffing, budgets and finance, and administration
  + Ensure compliance with national policies and procedures
  + Ensure sound financial management
* Create clear structures and delivery systems for theological formation training for all InterVarsity staff
  + For young staff, ensure they receive basic theological grammar and fluency in their first four years
  + For mid-career staff, develop systems for ongoing theological professional development, integrated with other leadership development systems
  + For director-level staff, partner with Learning and Talent to develop theologically robust training experiences that contribute to growing leadership
  + Arrange appropriate accreditation toward seminary degrees for various levels of theological formation experience
  + Partner well with all other VP lines in the implementation of these training systems
* Build appropriate partnership structures with seminaries and other organizations
* Develop appropriate systems for consultation with national and field leaders on theological issues

**Ministry Partnership Development:**

* Develop a team of prayer and financial support
* Raise an agreed-upon amount of financial support
* Partner with Advancement to raise funds for Theological Formation

**Work Environment/Physical Requirements:**

* A designated home office
* Required travel includes, but is not limited to: Ministry Partnership Development meetings, InterVarsity-sponsored training sessions, team meetings, and conferences
* Regularly required to communicate with others, and routinely use standard office equipment such as computers, phones, photocopiers, filing cabinets, etc.

**QUALIFICATIONS**

* Annually affirm InterVarsity’s Statement of Agreement, and abide by InterVarsity’s Code of Conduct
* Passion for InterVarsity’s vision and mission
* Minimum of 10 years of campus staff ministry, or equivalent preferred
* Graduate level theology degree required
* Ability to tactfully work in a theologically diverse organization
* Effective oral and written communication skills
* Supervisory/team building experience, particularly in a cross-cultural context
* Ability to comfortably and effectively interact with and lead staff directors
* Ability to relate effectively with seminary leadership and other external senior leaders.
* Strong interpersonal skills and demonstrated ability to work in a diverse team environment
* Ability to prioritize and work on multiple objectives
* Ability to organize details to meet short-term and long-term objectives
* Computer knowledge in Microsoft Word, Excel, etc.

InterVarsity Christian Fellowship

**Frame of Reference**

All staff members subscribe annually to the Purpose Statement of InterVarsity:

*In response to God’s love, grace and truth:*

The purpose of InterVarsity Christian Fellowship/USA is

to establish and advance at colleges and universities

witnessing communities of students and faculty

who follow Jesus as Savior and Lord:

growing in love for God,

God’s Word,

God’s people of every ethnicity and culture

and God’s purposes in the world.

This purpose is admittedly more limited than the Great Commission. As a mission extension of the local church, we have adopted boundaries on our activities based on our call to serve a defined group of God’s people. Within the context of InterVarsity’s purpose, all of the relationships and tasks that staff members engage in as part of their work for InterVarsity have both eternal and temporal components.

*Values:*

InterVarsity is committed to developing men and women from diverse cultures, backgrounds, and generations, whom God calls to work with us for both shorter and longer periods of service, as we pursue the call of God in the university world.

*Maturing Disciple of Jesus Christ:*

Every InterVarsity staff member is to be a maturing disciple of the Lord Jesus Christ, growing in obedience to the Scriptures. The marks of a long-term love relationship with Christ in the fullness of His Spirit are described in Galatians 5:22: “The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.” In the workplace, this fruit is revealed in healthy working relationships which encourage all staff to accomplish their work and enhance their focus on the spiritual aspects of their work.

*Team Work*:

Each individual staff person is a vital member of Christ’s body. This means that we will work with one another in ways that honor and encourage all to grow in Christ while accomplishing His work. Our community requires that each individual serve as a team member in a collegial and open environment based on values, relationships, and vision as well as structure and position.

InterVarsity staff, both employees and volunteers, commit to serve God and all InterVarsity colleagues, students, and partners, with sensitivity to both the eternal and temporal dimensions of our work. “Whatever your task, work heartily, as serving the Lord.” (Colossians 3:23a)