

Position Description

The Compass Director is responsible for stewarding MTI's calling to serve cross-cultural messengers of the Gospel of Jesus Christ by developing and equipping them in pre-field training at MTI. The Compass Director fulfills this calling best by: shepherding the Compass staff; encouraging their spiritual vitality; capitalizing on individual strengths; gathering collective wisdom; and unifying their loving, servant efforts.

Scope of Authority

Responsible for all personnel, processes, and finances related to Compass staff and Compass programming.

Reporting & Supervisory Relationship

Appointed by, and reports to, the MTI President and the VP of Programs.

Qualifications

- Leadership of unified, productive teams
- A minimum of 4 years overseas ministry and living
- Pre-field trainer, developer, and member
- Engaging - natural interpersonal skills
- Encouraging - genuine praise
- Empowering - greatest joy in the success and thriving of others
- Commitment to Excellence - in programming and the care and empowerment of staff
- Collaborative Leadership - valuing the voices, experiences, and knowledge of others

Key Characteristics Sought in all MTI Staff

- A passion, commitment, and calling to help cross-cultural messengers of the Gospel experience effectiveness (maximizing the Gospel's presentation and impact on disciples), endurance (continuing in their calling even during hardship), and personal vitality (living flourishing lives in all relationships).
- A passion, commitment, and calling to work with our guiding core values: vitality in our personal relationship with God, team, integrity, quality, and excellence.

Responsibilities

Type of Responsibility	Details
Impact	<ul style="list-style-type: none"> • Ensuring that participants who attend Compass will exhibit greater on-field effectiveness, endurance, and personal vitality than those who do not attend Compass. • Coordinating the efforts of the staff, curriculum, and environment for the development and equipping of participants. • Attending and having a voice on the MTI leadership team.
Leadership Empowerment	<ul style="list-style-type: none"> • Empowering the Compass Adult & Children’s (CHIPs) leaders to that their team’s impact, expertise and unity is maximized. • Working with the Compass leaders to find, court, evaluate and acquire new staff, as well as develop existing staff. • Engendering the highest levels of trust among the Compass team leaders and members.
Personnel	<ul style="list-style-type: none"> • Coordinating the efforts of personnel as they deliver the Compass program – including, but not limited to, in-briefs, stand-ups, and out-briefs. • Developing and collecting the wisdom of personnel as they make curricular changes to improve the Compass program. • Encouraging individual staff to understand and utilize MTI’s core values, especially the vitality in their personal relationship with God. • Engendering the highest levels of unity and love among the Compass staff and between the Compass staff and other MTI staff members.
Personal Vitality	<ul style="list-style-type: none"> • Keeping their physical, mental, relational, and spiritual vitality, as well as restoring it when it is depleted – so that they experience great joy in their Compass calling as well as inspire others toward personal well-being.
Curricular	<ul style="list-style-type: none"> • Utilizing the most effective topics, staff, methods of delivery, and environment so that participants who attend Compass learn, onboard, and practice attitudes and behaviors that engender effectiveness, endurance, and personal vitality while at MTI.
Stewardship & Fiduciary	<ul style="list-style-type: none"> • Stewarding well the resources of Compass – people, property, time, and money – to fulfill our calling from God (see impact responsibilities).