



POSITION DESCRIPTION

Compass Cross-Cultural Trainer

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The role of Cross-Cultural Trainer is to team with other trainers in assisting pre-field mission workers to gain perspective and skills toward crossing cultures in their future context. This person would be responsible to teach cross cultural modules during the Compass program. The trainer must be a facilitative teacher who is comfortable with highly interactive training and able to draw out learning from participant responses and reactions.

QUALIFICATIONS:

- **SKILLS/EXPERIENCE:**
 - Have interest and skill in helping pre-field adult missionaries prepare well for cross cultural realities that they may face on the field.
 - Experience in crossing cultures as an adult, particularly to have moved, learned a language, and settled cross culturally for 5+ years.
 - On-field language learning and ministry experience
 - Heart of a facilitator/teacher to enable pro-active learners to be equipped for cross cultural life and ministry
- **CHARACTER:**
 - Conversational walk with the Lord
 - Desire to serve missionaries and mission organizations
 - Outgoing, friendly personality with neat, professional appearance
 - Hospitable
 - Desire and ability to adapt to the changing needs of the ministry
 - Self-motivated
 - Punctual and dependable
 - Team mindset

RESPONSIBILITIES:

- Full time trainer during Compass programs at MTI
- Facilitate/teach cross cultural learning during Compass program
- Meet with/coach various participants regarding their specific field/situation
- Raise personal financial support
- Flexibly and willingly serve needs outside of these responsibilities as requested by the Director of Compass.

Time Involvement:

- Full time: 40 hours/week during second two weeks of program, and varying during other weeks of program. (8 programs/year)
- 8 Saturday mornings per year
- Quarterly work meetings

REPORTING & SUPERVISORY RELATIONSHIP:

Report to Director of Compass

Supervision from Director of Adult Team

KEY CHARACTERISTICS SOUGHT IN ALL MTI STAFF:

- **A Passion, Commitment and Calling to help missionaries...**
 - be *more effective* in their ministry - Effectiveness
 - *last longer* on the field - Endurance
 - and experience *vitality* personally, as a family and as a team – Personal Vitality
- These **closely held personal beliefs and core values must be owned and evident:**
 - *Vitality in our Relationship with Christ* – the belief that the staff IS the curriculum. What God has put into our lives will come through in everything we say and do, therefore it is essential that we each have a growing personal relationship with God through Jesus Christ.
 - *Integrity* – the belief that if we are going to have any lasting impact on others we must walk our talk. For example: if we talk about keeping short accounts in relationships we resolve to value that “no conflict goes underground.” Because the “faculty and staff” are the curriculum, we desire both personal and organizational integrity.
 - *Team Ministry* – the belief that team is wiser, more effective and more productive if we work together. Because we really believe this, we will take the time and push toward conflict resolution when differing opinions and value systems arise.
 - *Quality and Excellence* – the belief that we are called to do our work heartily unto the Lord and will therefore apply our best thinking, efforts, and energy to providing the best programs available. In providing such quality programming it is our hope to “raise the bar of excellence” in the missions world as others follow our lead.