



Job Opportunity Profile **Director of Recruitment**

Purpose:	Lead a team effort to mobilize the next generation for global ministry
Reports To:	Vice President of Public Ministries / US Director
Direct Reports:	US Recruitment Team members (i.e., Regional Mobilizers)
Travel:	Frequent regional and nationwide travel; some international travel
Location:	International Service Center in Kansas City, Missouri
Benefits:	Medical, dental, life insurance, retirement, paid vacation time, paid sick time

The Position

The Director of Recruitment will mobilize the next generation of cross-cultural workers for global ministry needs and opportunities in fulfillment of Avant's mission and vision. The Director will oversee a strategy to find and engage missionary candidates in key venues such as campuses, conferences, churches and virtual/online connections, and will develop coaching/mentoring relationships with candidates to lead them through the steps that ultimately culminate in increased Avant membership.

Responsibilities

- Passionately cast vision for the Great Commission and service opportunities with Avant.
- Proactively seek missionary candidates through networking, travel, conference participation, personal communication, etc.
- Attend local, regional, and other recruiting events to promote opportunities with Avant.
- Collaborate with leadership and staff of other Avant departments (such as Communications, Field Ministries, HR, President's office) to create seamless workflows and processes for effective promotion, application, assessment, and appointment of members
- Coach and mentor individuals exploring cross-cultural ministry
- Conduct phone, video conference, and in-person interviews with interested candidates
- Guide individuals through Avant's membership application process
- Manage a team of regional mobilizers

Requirements and Qualifications

- Three to four years of experience in a similar role and/or in a ministry/nonprofit preferred
- Cross-cultural experience, including short-term ministry teams, highly preferred
- Adept with social media and networking/relationship management technologies
- Proven skills and experience in managing/leading teams and individuals
- Strong interpersonal, written, and verbal communications skills
- College degree or equivalent experience

About Avant

We are a faith mission comprised of some 500 missionaries ministering in 50 countries on 5 continents. Our **mission** is to glorify God by helping others enjoy His presence through planting and developing new churches in the unreached areas of the world. Our **vision** is to make a difference in time for eternity by rapidly planting and developing churches where none exist.

All employees and members affirm Avant's Statement of Faith. Our organizational culture is undergirded and characterized by four core values: Care, Community, Creativity, and Collaboration. Our staff begins each workday in corporate prayer for the needs, churches, workers, and families that comprise our global ministries. Avant Ministries is a certified Best Christian Workplace.

To apply, visit <https://avantministries.org/employment>.