



OMF International UK  
Recruitment Pack

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# *National Director*



## ***Do you want to make a real difference using your administrative and interpersonal skills?***

In a fast-changing church and mission landscape OMF International (UK) aims to become a hub for sharing the good news of Jesus with East Asia's peoples in, to and from the UK.

OMF's National Director will give overall spiritual, strategic, organisational and people leadership in implementing the strategic aim of strengthening OMF UK's work as a missional hub for sharing the good news of Jesus with East Asia's peoples in, to, and from the UK.

## ***Who are OMF?***

We are a forward-thinking, gospel-focused charity that pursues every avenue to share Jesus with East Asia's people. Globally OMF partners with over 2000 workers from over 40 nations to serve more than 100 East Asian people groups. We support the growth of the East Asian church, serve its communities and take the good news of Jesus to people that have not heard it.

We were founded by James Hudson Taylor as the China Inland Mission in 1865. Following the withdrawal of our workers from China in 1951, we expanded our focus to share Jesus Christ with Chinese people in other East Asian countries. In 1964 the CIM became the Overseas Missionary Fellowship, reflecting our new work of serving Chinese people overseas. Our ministries quickly expanded to other East Asian people groups and increasingly to serve East Asians around the world. In 1993 we became OMF International.

We exist to bring hope to East Asia's billions through sharing the good news of Jesus Christ in all its fullness for the advancement of his Church. Our passion is to see local communities of believers worshipping God in their heart language and bringing glory to him by following Jesus wholeheartedly and reaching out in mission to their own people and beyond in the power of the Holy Spirit.

You can read more of OMF's journey at: [omf.org/uk/ourstory](https://omf.org/uk/ourstory)



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## Job Description

### OMF UK National Director

<b>Job Title:</b>	National Director
<b>Responsible to:</b>	OMF International Director for Europe & Africa and the OMF UK Board of Trustees.
<b>Responsible for:</b>	OMF UK Personnel (UK Members, National Office staff, retirees and TCKs).
<b>Tenure of office:</b>	First term of three years, followed by subsequent terms of four years after that to a maximum of 15 years, with a review after completing the first two years of service.
<b>Terms:</b>	Member of OMF International. The National Director will be a non-salaried role. The National Director will raise his/her/ their own personal support.

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### *Fundamental purpose and accountability*

To give overall spiritual, strategic, organisational and people leadership in implementing the strategic aim of strengthening OMF UK's work as a missional hub for sharing the good news of Jesus with East Asia's peoples in, to, and from the UK.

The ministry of OMF (UK) is increasingly being worked out **in** the UK (for example in diaspora related ministry), and **to** the UK (as we facilitate the receiving of workers to the UK to join that diaspora work, and as we serve local churches in welcoming those arriving to the UK - from Hong Kong and elsewhere). All this is being done alongside our commitment of seeing women and men sent **from** the UK to serve in East Asia, including through new initiatives such as workplace ministry.

### *Specific areas of accountabilities*

#### *Strategic Leadership*

- **Vision caster** – to work effectively across the various OMF entities (International Centre, UK Board of Trustees, Leadership Team, members and staff) in vision setting, strategic planning, deciding strategic priorities, working out effective plans to pursue OMF international and OMF UK goals and objectives.
- **Inspiring communicator** – to communicate effectively the agreed OMF UK vision, strategy and plans to build collective understanding and personal ownership of them among all OMF UK members and staff.
- **Innovator** – to discern how external circumstances may affect OMF ministry direction and proactively lead on innovative thinking and practical action.

## ***Spiritual Leadership***

- ***Enabler of discipleship*** – to foster a culture whereby discipleship and growth in the love and knowledge of God is prioritised. To encourage the OMF UK team to seek opportunities to be disciplined and to disciple others.
- ***Spirit follower*** – to lead the OMF UK team to pursue God’s will and purpose through the Holy Spirit. To discern the call of the Lord in all matters relating to OMF UK through prayer and Spirit-guided discernment.
- ***Leader of spiritual formation*** – to lead oneself and others in the OMF UK team for continual spiritual development. To maintain the spiritual health of the OMF UK team through regular prayer and Biblical reflection.
- ***Preserver of spiritual discipline*** – to preserve the Biblical underpinnings of OMF UK, ensuring that the team is actively working and living in accordance with OMF UK’s Christian beliefs and theology of mission.

## ***External Leadership***

- ***Strategic partner*** – to work effectively in building strategic alliances with relevant external collaborators in the mission world. Represent the cause of OMF and motivate individuals/institutions to support OMF, especially in prayer.
- ***Ambassador*** – to share the vision and ministry of OMF International and OMF UK in order to establish the profile of OMF’s ministries among UK churches, and to communicate regularly with the OMF constituency in the UK through conferences, preaching engagements, visits etc.
- ***Bridge-builder and cross-cultural communicator*** – to build positive networks in the UK and overseas with supporting partner churches and parachurch organisations.

## ***Organisational Leadership***

- ***Organisation builder*** – to maintain an effective internal OMF UK organisational infrastructure with robust and relevant policies, procedures and systems to support the fulfilment of the strategic vision of OMF UK, its ministry priorities and its people resources.
- ***Overseer of resources*** – to oversee the financial management of OMF UK finance, including sustainability, budget setting, financial reporting, and annual estimates
- ***Intermediary and interconnector*** – to work effectively with the UK Board of Trustees and the Leadership Team to ensure OMF UK’s affairs are consistent with the global developments in OMF international ministries
- ***Implementor*** – to ensure that OMF UK meets statutory and legal requirements and to manage the implementation of agreed policies of OMF International and OMF UK including financial, people and ministry deployment issues.

## **People Leadership**

- **People Leader** – to exercise overall responsibility for the leadership of OMF UK people in the light of the OMF UK strategy. To oversee the selection of all new UK members in consultation with and advised by the UK Leadership Team and Board of Trustees. To appoint national staff as required in consultation with the Board of Trustees.
- **Pastoral Carer** – to provide and ensure that others provide high quality pastoral care to all UK members, the families and children of members, retired members and national staff, through effective organisational policies, systems and processes.
- **People Developer** - To ensure that OMF UK has suitable performance management processes that will offer individual staff regular supervision, an annual appraisal, a personal development plan and planned deliberation about their future career in mission or church. These activities will be conducted in a manner which is pastorally sensitive as well as paying attention to personal performance.
- **Motivator and team builder** – to lead, manage and motivate colleagues and staff in OMF UK to ensure they work in an environment that will enable them to give their best to OMF UK ministries. To maintain a sense of community and team spirit throughout the whole UK team, encouraging them to work collaboratively to support the delivery of the OMF vision and OMF ministries. To be an active team builder within the OMF UK leadership team. To foster an inclusive culture whereby all staff are empowered to live out their calling within OMF UK.
- **Role model** – to encourage a high level of authenticity and integrity in his/her dealing with all management and leadership issues to maintain an environment of trust, support and affirmation across the diverse pool of individuals who belong to the OMF community.
- **Safeguarding** – to ensure appropriate safeguarding policies and procedures are adopted for the work and ministry of OMF UK

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# Person Specification

## *OMF UK National Director*

It is not expected that the successful candidate for this post will be proficient already in all the tasks described above and the qualities described below. OMF leaders (International Director for Europe and Africa and OMF UK Board of Trustees) are committed to support and develop the individual or couple to grow towards the fulfilment of these tasks and criteria via a deliberate, planned induction programme as well as ongoing support and input. In looking for a suitable person or couple to become National Director, we are looking for a person or couple who demonstrates each of the attributes below but recognise that the National Director will continue to grow in some or all of the areas.

### **1. Personal Attributes**

- Mature, trustworthy and gracious Christian who is committed to OMF UK's Mission, Values and Beliefs statement, and theology of mission
- Agree with OMF's Principles and Practice document
- Previous experience in leading intercultural teams
- Exemplifies the fruits of the Spirit
- If married, have a stable marriage and a supportive spouse and family
- Able to listen well to all people and able to discern the way forward
- Demonstrated resilience in previous responsibilities

### **2. Spiritual Leadership**

- Sound biblical knowledge
- Spiritual vision for East Asian ministry
- Mission focus and evangelistic vision
- Committed to prayer and growing knowledge of the Bible and the will of God
- Close personal walk with Christ and commitment to spiritual growth and discipleship

### **3. Strategic Leadership**

- Understands church scene in UK and the new paradigm of Global mission (especially in East Asia)
- Experience in working with various stakeholders to formulate vision, translate this into strategic plans and rank priorities for implementation

#### **4. External Leadership**

- Able to build effective and collaborative relationships
- Effective communicator (including an ability to preach) – demonstrate influencing and communication skills in cross cultural setting
- Able to promote OMF to Christian and non-Christian leaders

#### **5. Organisation Leadership**

- Understands stages of organisational development and has a clear vision on how to build and maintain an organisation's health/capability
- Strong in organisational skills, with an ability to work efficiently and in a timely manner whilst juggling multiple competing priorities
- An established track record in building an effective organisation infrastructure and culture that supports the organisation's strategy
- Able to manage and deploy resources effectively: physical, financial, people
- Able to connect and work with diverse groups – including working cross-culturally – within the organisation to implement projects and deliver results

#### **6. People Leadership**

- Has a good understanding of mobilisation and ensures the continued development of effective mobilisation processes
- Skilful in strategic oversight of recruitment, selection, and the retaining of members and staff
- An ability to recognise people's gifts and to utilise them.
- Has a pastoral heart that puts staff wellbeing at the forefront of organisational design
- Able to discern, support and work with a diverse group (including peoples from OMF fields) whilst showing empathy and gaining trust
- Able to manage performance as well as motivate and develop people
- Effective team builder and leader; encourager and people developer
- Has a collaborative leadership style, able to be decisive as well as foster a participatory, supportive and empowering environment
- Experience in managing conflicts effectively
- An ability to delegate and project manage

#### **7. Self-leadership**

- Committed to become more aware of self, the impact of oneself on others and how to model the values of openness, humility, integrity, honesty, and trustworthiness
- Committed to develop self and others – a true learner, eager to build a “learning organisation”
- Understands and practises self-care – for self and others so that the ministry will be supported in a sustainable way.
- Able to build a support network/ community around them