

Intercultural Development Director for Mission Agency
Full-Time Job Opening
Remote OR Onsite in Jenkintown, PA

Serge is a non-profit, mission-sending agency dedicated to sharing the gospel of Jesus Christ and bringing positive transformation to communities worldwide. We're seeking a full time Director of Intercultural Development to provide high-level strategic leadership to our organization as we seek to grow as a multicultural company and as a company that welcomes and cares well for its ethnically diverse staff.

The Director will lead Serge's efforts toward intercultural development for all staff, both overseas and stateside, with a particular focus on training leaders in inclusion and care for people of color. Full benefits include comprehensive health insurance, 401(k) retirement plan, long-term disability, and paid leave. If you have a passion for faith-based work and the expertise for this key leadership role, we invite you to apply. Qualified applicants will have significant experience in organizational diversity efforts.

Responsibilities

- Oversees and directs the growth of diversity at Serge, with attention to the systems and values that shape it.
- Envisions Serge with a gospel-driven call to grow in intercultural competence so that Serge can be a place where diverse and all people thrive.
- Equips senior leadership to more effectively engage, care for, and lead people of color.
- Partners with the Senior Director of Mission to equip field leaders for welcoming diversity.
- Develops long term plans for tracking and sustaining diversity efforts, including but not limited to intercultural development plans for all staff, including senior leaders.
- Proactively equips Home Office and Field Teams for intercultural development in ways specific to their work.
- Connects with churches and other organizations to build relationships and paths that increase diversity.
- Partners with Serge's Renewal team to shape resources for multicultural audiences.

Requirements

- Desire to work in a faith-based organization and apply one's knowledge, skills, and abilities to advance the gospel, minister to others, and serve as needed.
- Commitment to Company Core Values, demonstrated in work and interactions.
- Bachelor's degree in intercultural studies or related field, or equivalent experience.
- Minimum ten (10) years work experience related to diversity growth and/or intercultural development.
- Minimum five (5) years experience in a strategic leadership role.
- Overseas experience is strongly preferred.
- Proven ability to effectively coach and provide feedback to senior leadership.
- Proficient computer skills, including MS Office, MAC OS, Google products and applications.
- Excellent communication skills (verbal, written, and presentation).
- Ability to manage multiple projects with critical attention to detail.
- Two international trips annually, and (if working remotely) willingness to travel every other month to Serge offices in Philadelphia

To Apply, send resume and cover letter with salary requirement to Anita Wessner at HR@serge.org. For more information about our mission agency, visit www.serge.org.

4.3.2024