



Grace at the Fray

Mobilization Director for Mission Agency

Job Opening in Jenkintown, PA or Remote

Established in 1983, Serge is a non-profit, international missions agency dedicated to sharing the Gospel of Jesus Christ and bringing positive transformation to communities worldwide. We are seeking a Mobilization Director to strengthen our mission to send more *laborers into the harvest!* Qualified applicants should have experience in building partnerships internally and externally.

Position is full-time and requires establishing a network of financial supporters and raising your full salary and benefits. 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.

Responsibilities include, but are not limited to, the following:

- Understand global missions climate and create new strategies as needed
- Lead annual planning retreat, goal setting, and budget management for mobilization team
- Supervise, mentor, and coach a staff of mobilization recruiters, leaders, and administrators
- Participate in key events, trainings or other in-person visits to represent the organization externally
- Oversee pipeline of mission recruits from point of contact to application, assessment, and appointment
- Project and communicate future growth and macro-level trends to Home Office Leaders, Mission Team and Executive Leadership
- Establish supportive relationships with overseas leaders and align mobilization efforts to fill recruitment needs
- Engage Serge marketing, communication, and development efforts towards key areas of overseas staffing needs
- Guide the church relations, short-term and long-term recruiting strategy
- Identify and establish partnerships with key conferences, churches, educational institutions, and ministry organizations for targeted recruitment opportunities
- Engage alumni (missionaries, interns, short-term team volunteers) to re-recruit and generate referrals
- Serve applicants at quarterly Assessment and Orientation for mission recruits
- Serve on the Home Office Leadership Team, contributing to the operational, strategic, and spiritual leadership of the Home Office
- Develop and maintain relationships with a team of financial supporters (primarily a support-raised role)

Requirements

- A personal relationship with Jesus Christ and genuine desire to work in a dynamic, mission-driven environment, applying one's knowledge, skills, and abilities to advance the Gospel.
- Demonstrates commitment to Serge Vision, Mission and Values.
- Completion and practice of Serge's Sonship course and principles.
- Exhibits grace and exercises discretion in all interactions and possesses strong interpersonal skills with an ability to engage, support, and communicate effectively in writing and in person.
- Bachelor's degree in Ministry, Communications, Counseling, Marketing, Sales, Human Resources, or related field.
- Experience with stakeholder management, especially influencing without authority
- Willingness to embrace a philosophy of situational leadership in managing the various staff within the MOB team
- Demonstrates creative thinking, innovation, and adaptability, sometimes incorporating new resources
- Ability to track and analyze data to understand a broader narrative
- Strong skill in communicating clearly and concisely across all levels demonstrating a comfort level with public speaking



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- Travel expectations up to 15% per year, including domestic and/or international travel
- Ability to prioritize and manage multiple projects simultaneously
- Proficient in MS and MAC OS, web browsers, Google products, Zoom, and other web-based software.

Desired Qualifications

- Training in Ministry or Leadership (alum of ministry fellows program, MA in Counseling, Theology or Religion, MDiv, MPA, MBA, etc.).
- Minimum three years experience in cross-cultural missions.
- Minimum three years experience successfully leading a team or department.
- Experience in recruitment, retail, sales, and/or marketing.
- Experience in working with CRM or similar database tools.

To Apply, send resume and cover letter with salary requirement to Human Resources at HR@serge.org. For more information about our mission agency, visit www.serge.org. (5/15/25)