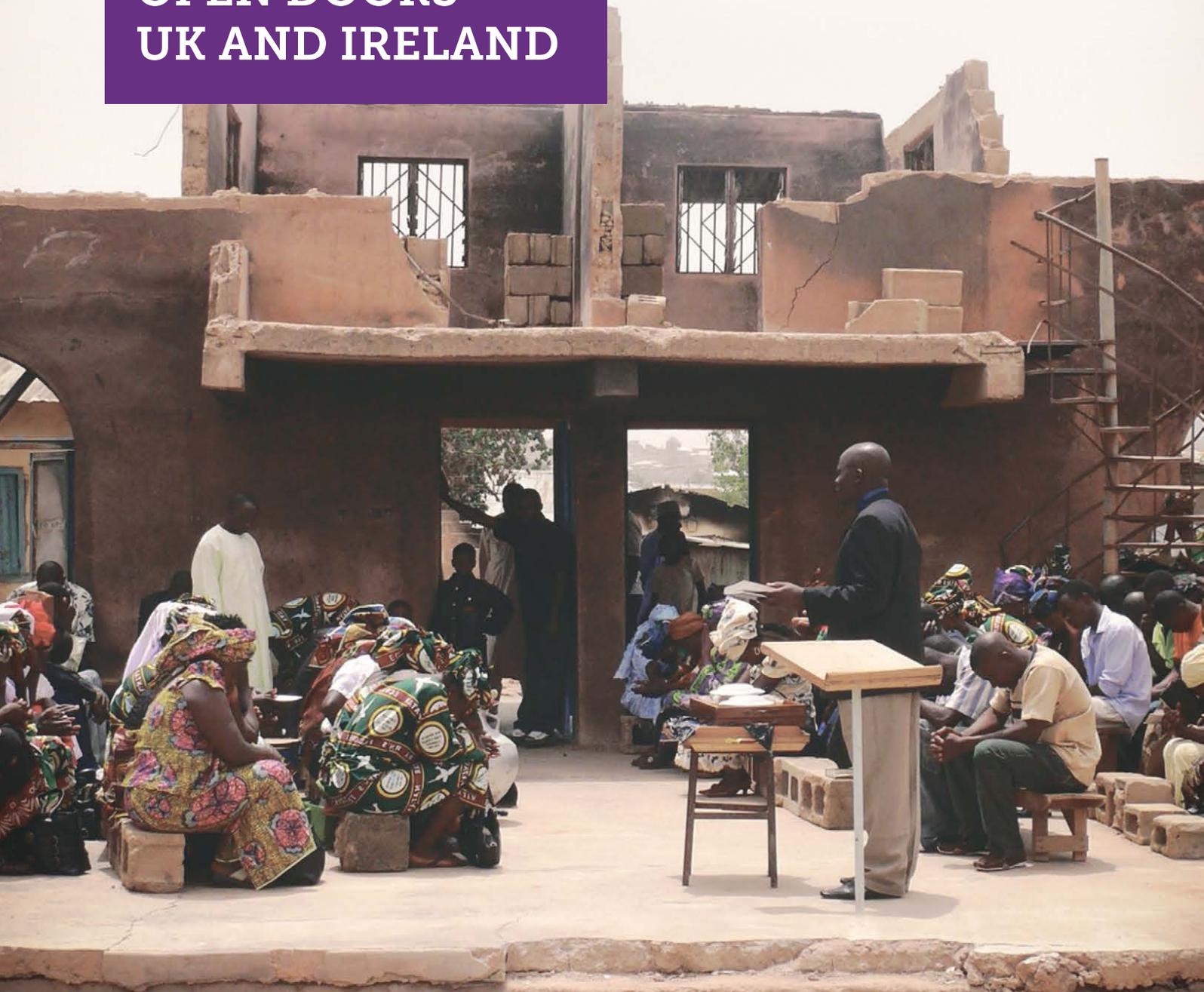




Open Doors

60 years of serving persecuted Christians

**APPOINTMENT OF
CHIEF EXECUTIVE
OFFICER OF
OPEN DOORS
UK AND IRELAND**



"Strengthen what remains"

Revelation 3:2



INTRODUCTION

The Open Doors UK and Ireland Board of Trustees is now looking to appoint our next Chief Executive. We seek a leader who will strengthen Christians in the suffering church by mobilising people in the UK and Ireland to pray, give and speak out on their behalf.

This CEO role is a strategic leadership opportunity to influence and advocate for the denied rights of persecuted Christians across the world.

The CEO of Open Doors will be an authentic leader who provides wise and godly leadership to the spiritual community of Open Doors UK and Ireland. You will be an ambassador of substance and godly authority, who is gifted with wisdom to navigate and influence our diverse external stakeholders. A skilled strategist, with proven experience of leading organisations towards greater effectiveness, you will also be a servant-hearted team leader who enables the flourishing of others. You will be able to work with a strong Board to steward our resources with excellence. You will be generous in spirit and committed to seeking the good of Open Doors International, as a global ministry, and the good of the local church and other Christian organisations.

Thank you for considering joining Open Doors. We believe that, through this role, many Christians will be inspired by the courage and faith of their persecuted family. They will be moved to support them in prayer and action so that many outside the church will see the love of Jesus for His people and His world.

THE MISSION OF OPEN DOORS UK & IRELAND

The heart of Open Doors' ministry is that we are present with our brothers and sisters who are suffering. We name them as our family, and we are inspired by the power of their faith in Jesus – a relationship that is worth everything. We do whatever we can to strengthen them and their witness in the most hostile places on earth so that they know they are not forgotten but are equipped to serve their communities with the love of Jesus.

Open Doors UK and Ireland is part of a global ministry. Open Doors International has 24 national development offices and delivers spiritual and physical support programmes in over 50 countries. Open Doors supplies Bibles, trains church leaders, provides practical support and emergency relief, and speaks out in advocacy for Christians who suffer for their faith.

Open Doors UK and Ireland longs to see every Christian in our countries committing to pray, support and speak out for their persecuted family around the world. We want to equip every disciple of Jesus to read the times in which we live, to learn how to read the Bible through the eyes of the persecuted church, to be active and informed in prayer, and to be generous in resourcing spiritual and practical support and encouragement to those who share our faith but not our freedom.

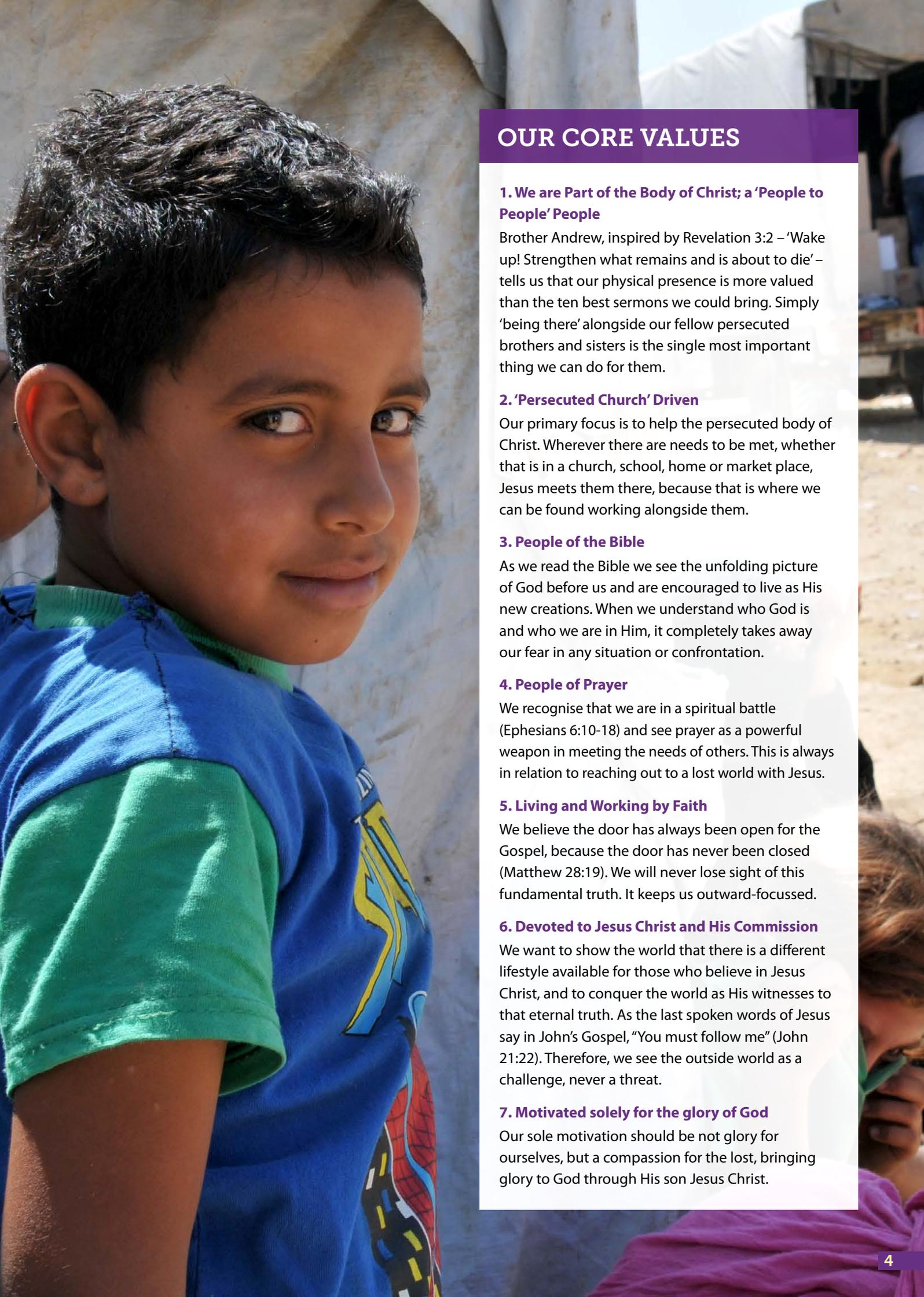
We want every persecuted Christian to clearly know that God, our Emmanuel, is present with them. We want them to experience the solidarity of prayerful fellowship with their Christian family here in the UK and Ireland. We want their rights to be boldly represented to government and multinational companies, in the media and across society. We want each of them to have all they need, in physical provision and spiritual encouragement, to shine the love and hope of Jesus to those around them. We long to see the global church strengthened in faith and witness through relating to Jesus, and each other, in this way.

As Jesus warned us, the persecution of Christians is on the rise in almost every region of the world – with more Christians in more countries being persecuted more severely than at any time since Open Doors began our research. The dramatic increase in the last few years highlights the need for the church, through ministries like Open Doors, to step up the effectiveness of our support for the persecuted church. Currently only a small percentage of Christians in the UK and Ireland are connected with persecuted Christians. That needs to change, for their sake and for ours.

Open Doors is experiencing incredible favour from churches and Christian networks that is beyond what we could hope for. We have a unified, highly gifted, prayerful and growing team. We are seeing our levels of prayer, income and influence increasing fast. And we feel we've only just begun.

You can read more in our annual review: [click here](#)





OUR CORE VALUES

1. We are Part of the Body of Christ; a 'People to People' People

Brother Andrew, inspired by Revelation 3:2 – 'Wake up! Strengthen what remains and is about to die' – tells us that our physical presence is more valued than the ten best sermons we could bring. Simply 'being there' alongside our fellow persecuted brothers and sisters is the single most important thing we can do for them.

2. 'Persecuted Church' Driven

Our primary focus is to help the persecuted body of Christ. Wherever there are needs to be met, whether that is in a church, school, home or market place, Jesus meets them there, because that is where we can be found working alongside them.

3. People of the Bible

As we read the Bible we see the unfolding picture of God before us and are encouraged to live as His new creations. When we understand who God is and who we are in Him, it completely takes away our fear in any situation or confrontation.

4. People of Prayer

We recognise that we are in a spiritual battle (Ephesians 6:10-18) and see prayer as a powerful weapon in meeting the needs of others. This is always in relation to reaching out to a lost world with Jesus.

5. Living and Working by Faith

We believe the door has always been open for the Gospel, because the door has never been closed (Matthew 28:19). We will never lose sight of this fundamental truth. It keeps us outward-focused.

6. Devoted to Jesus Christ and His Commission

We want to show the world that there is a different lifestyle available for those who believe in Jesus Christ, and to conquer the world as His witnesses to that eternal truth. As the last spoken words of Jesus say in John's Gospel, "You must follow me" (John 21:22). Therefore, we see the outside world as a challenge, never a threat.

7. Motivated solely for the glory of God

Our sole motivation should be not glory for ourselves, but a compassion for the lost, bringing glory to God through His son Jesus Christ.

OUR CULTURE

Working together to describe our desired attitudes and behaviour we have come up with the culture framework 'LIFT':

L = Leadership

Our leaders care for the team and lead them in listening to God and serving the persecuted church brilliantly – setting clear vision, direction and culture, modelling empowering servant leadership.

I = Impact

We're prayerful risk-takers, striving to have the greatest possible impact for the persecuted church whilst inspiring the church here, and each other, with the goodness of God and the impact of the work.

F = Focus

We're each clear what we're here for and how our role and team fits with the bigger picture; taking responsibility for our own effectiveness and behaviour, we learn and improve as we go.

T = Team

We consciously choose to serve each other as one team, praying together and believing the best in each other – honouring team decisions above personal preferences and carrying each other's burdens in Christ-like community.





ORGANISATIONAL CONTEXT

We are aware of the challenges that face us as we connect the global body of Christ. We continue to live and work in dependence on the Lord, as people of prayer and people of the Bible, whilst pursuing excellence in professional processes and accountabilities.

Our CEO, Lisa Pearce, has been a wonderful gift to the ministry of Open Doors UK and Ireland. She is now moving into leadership in the global team (\$130m+, 24 development offices, 1000+ staff and field programmes in over 50 countries) to serve as Chief Development and Advocacy Officer alongside our new global CEO, Dan Ole Shani. Under Lisa's leadership, Open Doors UK and Ireland has thrived and matured into a highly effective and unified organisation. We have an extremely capable and committed Leadership Team.

The Board of Trustees is profoundly grateful for the strengthening and growth of Open Doors' work under Lisa's leadership. It now seeks a CEO who has the wisdom to steward what already exists and the vision to seize opportunities to further strengthen the church.

OBJECTIVES FOR THE CEO OF OPEN DOORS UK AND IRELAND

The Board of Trustees for Open Doors UK and Ireland is seeking a leader to take us from strength to strength in this next season:

We want to be led by faith, integrating our Christian identity in all we do. This will express itself in this order: A love for Jesus, a love for the church, a calling to serve the persecuted church, a passion for the ministry of Open Doors.

We want a CEO to infuse the organisation with confidence, vision and a clear strategy for the future.

We want to see the global church connected as the family of God, providing mutual encouragement to love God and love our neighbour well.

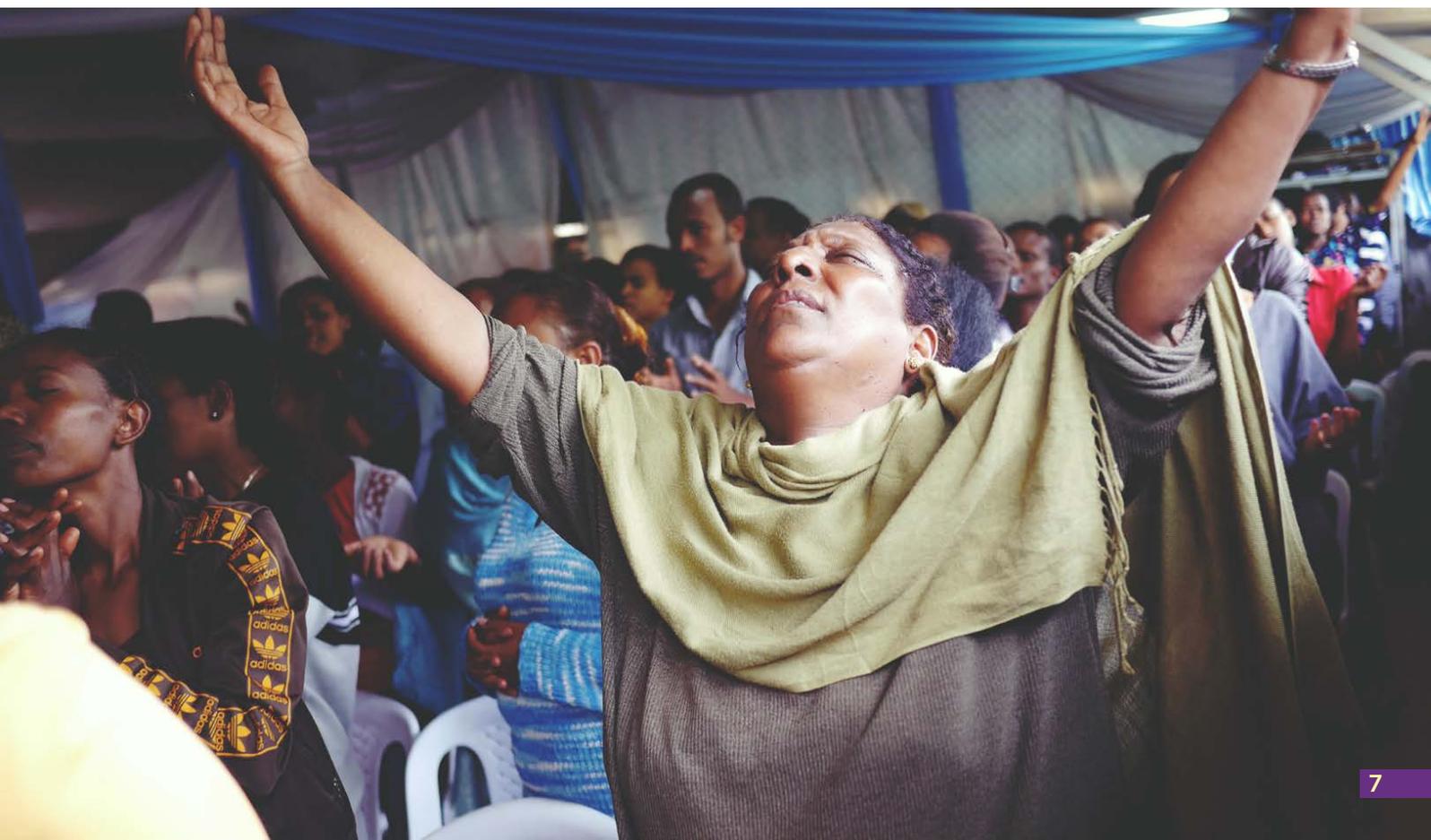
We want to see the work of Open Doors presented with compelling authority across all sectors of society.

We want to help develop the next generation of Open Doors' leaders and support the effectiveness of the global family of Open Doors International.

We want to see an organisation run with excellent stewardship.

The next CEO of Open Doors will have led high performing teams, and be seasoned in managing operations and budgets. However, what will really define this next chapter of leadership is the ability to lead us into greater influence in the following areas:

- Influencing the team: You will provide spiritual leadership and professional development to our team.
- Influencing Open Doors International: You will help our team find ways to serve and strengthen the global ministry in its various functions.
- Influencing the church: You will help us awaken faith in the church as you serve to connect the body of Christ in prayer and mission.
- Influencing society: You will be an assured advocate and raise our voice in the appropriate communities of influence, such as the government and media.





CEO ROLE DESCRIPTION

We are seeking a CEO with infectious passion for Jesus and an integrated approach to faith and leadership. You will bring a clear sense of personal courage and conviction to the role. You will have the ability to inspire people through your example and your words. You will have a servant-hearted authenticity and high emotional intelligence. You will think and act innovatively, strategically and boldly.

You will be able to relate to Christians from different church backgrounds, with a heart and passion for strengthening the persecuted church and to see it vitally connected to the rest of the body of Christ.

You will also be able to engage people outside the church, from different professional and cultural backgrounds, in order to defend the cause of persecuted religious minorities.

The CEO will report directly to the Chair of the UK and Ireland Board. The CEO provides spiritual and strategic leadership to the Leadership Team.

Though we recognise that the Lord will equip the leader He calls, the Board identifies these key areas of leadership as the CEO's responsibility:

1. Spiritual Leadership

- Joyfully rooted in the authority of Scripture and passionate about the Word of God.
- Someone who leads from a place of prayer and inspires persevering and prevailing prayer in those around them.
- Generous in their openness to seeing real faith in Jesus in a range of denominational and cultural expressions.

2. Visionary and Strategic Leadership

- Articulating a compelling vision for Open Doors UK and Ireland and inspiring all stakeholders towards this common vision.
- Cultivating an environment of innovation and thought leadership that will bring about new ways of fulfilling our mission.
- Tenacious focus on impact and the rigour to ensure that the strategy is fully executed.
- Able to see how generosity and seeking the good of others is in Open Doors' best interest of seeking first the kingdom of God.

3. Representational Leadership

- Able to speak with boldness and authority into many different spheres of society.
- A credible and authentic advocate and ambassador who can speak on behalf of all persecuted religious minorities to media and government.
- Able to set alight UK and Ireland church leaders to stand in solidarity with the persecuted church.
- A collaborator and alliance-builder, to create purposeful unity amongst likeminded organisations.

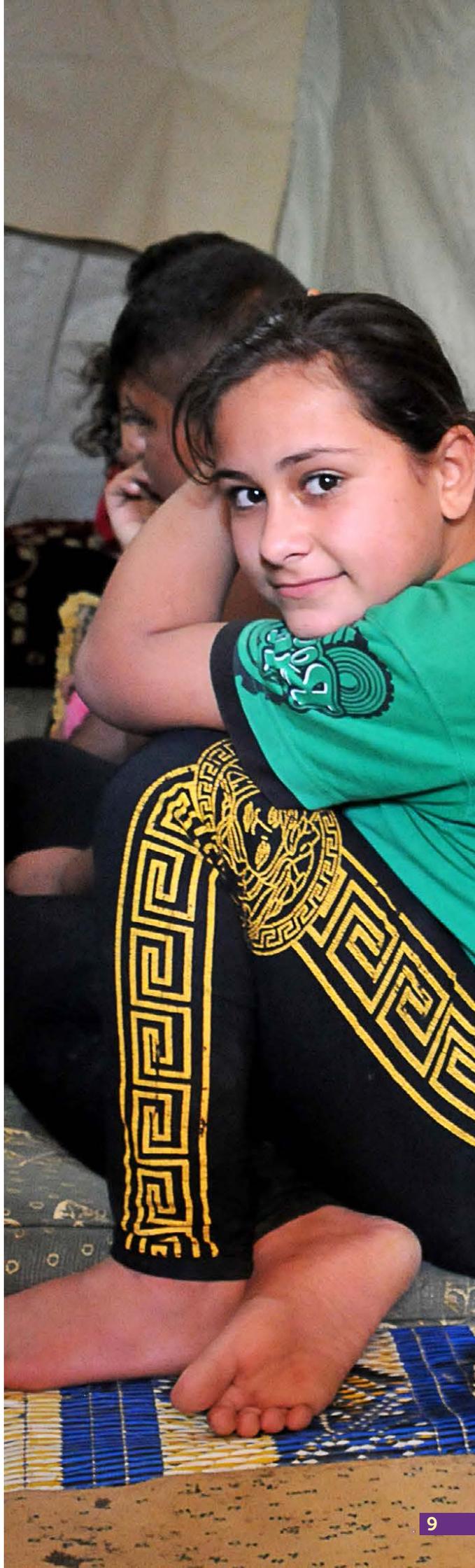
4. Organisational Leadership

- Establishing a culture of high trust, high accountability and high performance.
- Managing senior leaders who are empowered and equipped to lead both people and processes to a place of organisational alignment.
- Ensuring a level of process and administration that appropriately holds in tension the need for stewardship and risk taking.

PERSON SPECIFICATION

Open Doors believes that spiritual maturity, character and attitude are as important as competence. It is therefore essential that the CEO lives out and models a number of personal attributes:

- A devoted and courageous follower of Jesus.
- Personal humility and assurance in God's goodness and faithfulness.
- Profoundly empowering of others and able to create the space for other leaders to develop and flourish.
- Leads sensitively, yet prepared to make tough decisions and have hard conversations.
- Strong personal discipleship practices and accountable relationships within a faith community to enable resilience.





"IF ONE PART [OF THE BODY] SUFFERS, EVERY PART SUFFERS WITH IT."

1 CORINTHIANS 12:26

WE DREAM OF A WORLD IN WHICH EVERY CHRISTIAN WHO IS PERSECUTED IS REMEMBERED AND SUPPORTED BY OTHER CHRISTIANS.

HOW TO APPLY

Open Doors is working with Macaulay Search to conduct this critical appointment. Interested candidates should email their application to opendoors@macaulaysearch.com

Your application should comprise:

- A covering letter of not more than one or two pages outlining your motivation and relevant experience for the role. Please do mention your fit with the Christian faith and motivation we seek in this leader. Christian faith is an Occupational Requirement for this position.
- A full CV, including responsibilities held and relevant achievements.
- Daytime, evening and/or mobile telephone numbers (to be used with discretion).

The closing deadline for applications is 12pm GMT on Wednesday 17 January, 2018.

Shortlisted candidates will be invited to attend first round interviews with Open Doors in February 2018.

This permanent full-time role will be based in Witney, Oxfordshire, and will involve some international travel.

Please do not hesitate to get in touch with Macaulay Search using the above email address should you have any questions regarding this appointment process.

Thank you for your interest in the work of Open Doors.