

Job Description

Job Title: Women's Strategy & Diaspora Relationships Lead

Work Location: Home based with up to 24 days per annum at the Witney office.

Who We Are

Every day, millions of Christians risk their lives to follow Jesus. In more than 70 countries, Open Doors supports them by supplying Bibles, providing emergency relief and helping persecuted believers stand strong for the long-term. In the UK and Ireland, Open Doors helps the church to pray, give and speak out for those who share our faith but not our freedom.

Job Summary

The purpose of this role is to lead on the development of Open Doors strategy to engage women and diaspora communities here in the UK & Ireland. Representing Open Doors through public awareness raising and building relationships with leaders, churches and networks across the UK & Ireland to expand Open Doors ministry with new audiences and inspire people to stand with and support our persecuted family globally.

Core Roles

- Lead Open Doors strategy for engaging women through developing key relationships and opportunities that grow Open Doors influence.
- Build and strengthen engagement with diaspora communities across the UK, creating meaningful pathways for connection, advocacy, prayer, giving and long-term partnership with Open Doors
- Champion the voice of persecuted Christians by representing Open Doors with credibility, compassion and conviction, inspiring audiences to pray, advocate and take action on behalf of the most vulnerable.

About the team

Reporting to the Director of Strategic Relationships you will have key relationships with:

- Supporter Strategy Team
- Head of Church Relations
- Head of Advocacy
- Church Relationship Managers
- Open Doors International Colleagues

Hours

22.5 hours per week. The role will be mainly working from home. Usually between 8.00am to 6.00pm Monday to Friday, this position requires flexibility around evenings and weekends to ensure availability to speak in churches and to serve the team's involvement in conferences and events for which TOIL (time off in lieu) will be given.

Responsibilities and Requirements

A) Women's Strategy

- Grow and engage the Christian women's audience through strategic presence at conferences, events and key calendar moments, driving awareness, prayer, giving and new supporter acquisition.
- Develop influential partnerships and manage key relationships with women's ministries, organisations, speakers, worship leaders and influencers to expand Open Doors' reach through trusted networks and communities.

- Lead collaborative content and campaigns, including podcasts, devotionals, co-branded resources and other initiatives that connect persecuted Christian women's stories with relevant audiences.
- Build strong women's audience engagement representing Open Doors externally, securing speaking opportunities, and creating high-impact events and experiences that help audiences connect with the persecuted church and start or deepen long-term connection.

B) Diaspora Engagement

- Develop and lead a strategic diaspora engagement approach, identifying key communities, networks, leaders and cultural moments to grow awareness, deepen relationships and create opportunities for diaspora audiences to connect with Open Doors' mission.
- Build influential partnerships with diaspora churches, organisations, community leaders, faith networks and advocates to expand reach through trusted relationships, collaborative initiatives and shared passion for supporting persecuted Christians.
- Work with communications and marketing team to create culturally relevant campaigns, content and experiences that connect diaspora communities with the stories of persecuted Christians, inspiring prayer, action, generosity and deeper long-term engagement with Open Doors.
- Represent Open Doors externally within diaspora communities, building credibility and trust, securing opportunities to participate in events and gatherings, and creating high-impact engagement moments that strengthen community connection and support.

C) Public Voice

- Serve as a trusted public voice for Open Doors, communicating the realities of persecution through speaking engagements, media opportunities, churches, conferences and public events, ensuring the stories of persecuted Christians are heard with accuracy, dignity and impact.
- Speaking in Churches / conferences / regional gatherings averaging 30-40 speaking engagements a year including Sunday engagements.
- Develop keynote talks relevant to environments and opportunities ensuring core messaging and opportunity specific alignment.
- Contributing to national strategies around conferences, events and festivals prioritising attendance as agreed with Head of Church Relations.

D) Other

- Carry out tasks, projects, assignments as reasonably requested by your line manager.
- Travel extensively covering around 10,000 miles annually
- Travel internationally with strategic church and network leaders at least once a year
- Able to work some early mornings, evenings and weekends and balance with TOIL

Applying your Christian Faith to This Role

There will be many ways you will be able to apply your Christian faith and the outworking of your faith to the context of Open Doors. The list below gives some of the expectations of this role but is not exhaustive or intended to limit you:

- contributing to and leading daily devotions (this can be for the whole team or just smaller, departmental groups)
- participating in retreats, days of prayer and fasting etc.
- committing to private prayer for the work associated with this role, for the volunteers, and closest colleagues
- working in such a way so as to reflect biblical principles of leadership and service

- applying biblical principles of godly stewardship to operational responsibilities
- open and obedient to God's voice and direction in relation to any strategic matter and to always seek His will above all else
- openness to the prompting of the Holy Spirit in making decisions or communications

Because of the essential Christian context in which the role will be performed, the role is subject to an occupational requirement under the Equality Act that the post-holder be a practising Christian. Each working day will involve collective prayer and worship, together with shared reflections on the work of Jesus Christ. All employees at Open Doors are expected to actively participate in this shared time and employees take it in turns to lead the act of collective worship.

Limits of Authority

To operate within the ethos and aims of Open Doors, adhering to budget parameters and the Open Doors' confidentiality agreement.

Who You Are

You will demonstrate the following essential criteria for this role:

Culture

- committed Christian who is completely in sympathy with the calling and mission of Open Doors
- Able to lead by example, servant hearted, empowering & respecting others
- Committed to get the job done for the direct benefit of the persecuted church

Competency

- Evidence of further education in the form of a diploma or degree
- Ability to comprehend and communicate in a range of settings.
- Leadership experience within the context of Christian ministry
- Experience of pioneering opportunities and forming strategic partnerships
- Experience overseeing key strategies and ongoing evaluation and innovation of strategy.
- Significant experience in the management of external relationships
- Significant experience of public speaking across a range of environments that involve reputational risk
- High levels of independent initiative and action outside of direction. With 75% of time and decision being self-directed and pro-active.
- Experience in matrix managing people and projects internally and externally with various outcomes and dependencies.
- High levels of interpersonal skills and emotional intelligence to support internal and external relationships and influence.
- Able to understand and analyse data to measure impact, develop business cases for improved results through data planning and monitor outcomes.
- Strong IT skills, including MS Office and Databases
- Competent in communicating effectively with colleagues, consulting and advising as appropriate internally and representing organisations publicly with confidence and competence in writing and public speaking.

Character

- Able to work effectively under pressure
- Ability to be flexible and adaptable
- Responsible and mature outlook

- Demonstrates a high level of commitment
- A positive and professional approach both internally and externally
- A team builder and team player with the ability to influence effectively both internally and externally.
- Self-disciplined and able to work on own initiative to meet deadlines and produce work of a consistently high standard
- Willingness to take direction and undertake tasks as required

Enhanced disclosure information may be requested from the DBS in the event of a successful application.

Our Statement of Faith

Open Doors is an evangelical Christian ministry

Our Trinitarian faith is enshrined and expressed in the historic creeds of the church:

We believe in God the Father Almighty, maker of heaven and earth;
and in Jesus Christ His only Son, our Lord,
who was conceived by the Holy Spirit;
born of the Virgin Mary;
suffered under Pontius Pilate;
was crucified, died and was buried.
He descended into hell,
the third day He rose again from the dead;
He ascended into heaven, and sits at the right hand of God the Father Almighty,
from where He will come to judge the living and the dead.

We believe in the Holy Spirit;
the holy Christian Church;
the communion of saints;
the forgiveness of sins;
the resurrection of the body;
and the life everlasting.