

MOBILIZATION DIRECTOR



Department: Mobilization

Responsible to: VP of Personnel

Location: Dorchester, ON

Hours: Full-time

Salary: TBD + Benefits

SUMMARY

“The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.” (Matthew 9:37-38). The Mobilization Director has the opportunity and responsibility to lead a team that works to see people become passionately engaged in bringing the gospel to the unreached. This individual will lead the Mobilization Team in the development and implementation of strategies to connect with and inspire potential new missionaries. This role involves determining strategies that enhance recruitment of missionaries, faithfully overseeing the processes to guide missionary candidates toward field service and representing Pioneers at events, as well as to the Canadian church.

MINISTRY FOCUS

Pioneers Canada is a Christ-centered, interdenominational missions organization with a passion to send cross-cultural missionaries into regions where few people have ever had the opportunity to hear of Jesus. As such, each employee of Pioneers Canada shall:

- Be a passionate follower of Jesus Christ, who is in wholehearted alignment with [Pioneers Values and Beliefs](#).
- Conduct themselves in a Christ-like manner at work and outside the workplace.
- Participate in weekly staff gatherings and monthly prayer meetings.
- Maintain personal and professional development including spiritual life and ministry skills.
- Pray with staff, missionaries and candidates when requested or deemed appropriate.

TASKS & RESPONSIBILITIES

- Build, develop, and grow the Mobilization Team.
- Provide oversight and direction and ensure the team is working together to accomplish mobilization goals.
- Create and maintain a budget for the Mobilization Team in conjunction with the VP of Personnel and VP of Financial Services.
- Determine the strategies that will be utilized in recruiting more workers and implement and monitor those strategies for maximum effectiveness. This includes both in-person and digital strategies.
- Develop relationships with contacts and connect with potential missionary candidates, helping them to discern whether to pursue short or long-term applications with Pioneers.
- Oversee the process to guide missionary candidates toward field service and assist with the screening and mentoring of new candidates as they go through the application process.
- Pray for those who are going through the candidate, application, and orientation phases of the mobilization process.

- Ensure other Pioneers Canada leaders have insight and awareness on mobilization efforts and recognize the need for focused efforts in this area.
- Interact with other Pioneers base mobilization leaders for learning and mutual encouragement.
- Work with the Church Relations Director to develop church partnerships and raise awareness of the church's role and mandate in mission.
- Work together with other Personnel teams to plan Candidate Orientation Programs and be willing to teach sessions during orientation.
- Maintain up-to-date contact and progress information for initial contacts and candidates.
- Travel and represent Pioneers Canada at various events.
- Support department and team members with other duties as requested.

KNOWLEDGE, SKILLS, ABILITIES

- Proven leadership skills.
- Excellent interpersonal skills.
- Strong verbal and written communication skills.
- Ability to build relationships with diverse stakeholder groups.
- Desire to collaborate well with other departments and foster teamwork.
- Working knowledge of missions in general and ministry to the unreached.
- Capable of using technology for mobilization purposes.
- Familiarity with Microsoft 365 is a plus.
- A valid Canadian driver's license is required.

QUALIFICATIONS

- Previous experience developing, leading, and mentoring a team.
- Cross-cultural missions experience (short or long-term), not necessary but beneficial.
- A committed believer who is passionate about seeing the good news of Jesus spread throughout the whole world.
- Active participation in a local fellowship.
- Available to travel within and outside of Canada.

Support-raising is required and assistance in this process will be provided.

If interested, please send your resume and references to Todd at hr@pioneers.ca. As per Pioneers Canada policy, anyone hired for this position will need to complete a Vulnerable Sector police check.

Please note, we will accommodate the needs of persons with disabilities in our hiring process. Should you require any accommodations during the hiring process or for this application, please email hr@pioneers.ca or call the office at 866-268-8778.