

# Head of International Ministry Engagement

## Information and Application Pack



## Introduction from the CEO

Thank you for your interest in the Head of International Ministry Engagement role at FEBC Australia. I have been CEO since 2009 and I count it a tremendous privilege to serve such a diverse, significant, unique and kingdom impacting organisation in world mission today.

Allow me to introduce this important role, and the reason for the right person to fulfil its function:

FEBC is an international media mission, and our ministry is all about the creative use of radio, mobile apps, online streaming, and other audio media to *'inspire people to follow Jesus Christ.'* FEBC has been serving for 77 years, and much has changed over that time – but not everything. Having started its existence as a shortwave radio ministry in the Far East (China), developments in technology, missiology, and geopolitics have all impacted, diversified, and broadened the way FEBC works, yet the essence of who we are and what we do remains unchanged: we still believe that radio and other audio media can be used effectively to share the Good News – providing health, hope, truth and life with people in some difficult, hard-to-reach places, where other methods might not be possible or feasible.

FEBC Australia supports a number of projects across Africa, Asia and the Middle East, working with other members and affiliates of FEBC International along with media partners who align with our mission purpose. We always seek to work in collaboration with local teams and organisations, whilst recognising the unique importance of the local church as God's primary agent for change. As a member of 'FEBC International' we support ministry through our combined association, as well supporting key partners who use media effectively in regions where we may not have FEBC work. FEBC has 4 key values, one being 'close to the listener' which has always been important to FEBC, whereby we produce content in people's 'heart language' that is culturally and contextually appropriate. Whilst the audio material itself might cover a range of topic areas as we seek to speak life to the whole person; and whilst local team personal connections to listeners provide practical support reflecting God's love; the underpinning of all is our desire, and mission, that listeners might be 'inspired to follow Jesus Christ.'

We are a small team who work well together and are committed to develop and grow, and to continue to 'punch above our weight' as we press on to pursue what God has in store for this exciting niche ministry, building on the past 57 years of mission in Australia. We strive to give of our best whilst acknowledging that ultimately the work is God's, and we are dependent on him.

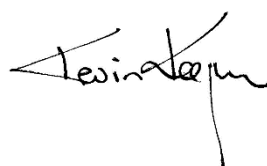
Right now, we're looking for someone to lead and manage our efforts to ensure that the international ministry we support is well coordinated, fostering effective communication and productive relationships, and serving our partners and projects as together we seek good and fruitful outcomes with all our various partners based overseas.

I trust this application pack will give you a clear outline of the role. To be successful you will need a deep personal passion for integral world mission/theology, and a strong alignment to the work of FEBC, combined with a proven track record of cross-cultural engagement. FEBC is a Christian mission organisation seeking to glorify God, working with dependence on Him, and you thus will need to wholeheartedly support and champion this Christian ethos and culture.

If this exciting opportunity interests you, and if you believe you have the skills and passion to succeed in this role, then we would love to hear from you. Details of how to apply are given below or if you'd like to have an informal chat then please email me to set up a time for a call.

May God bless you as you consider this role.

**Rev. Kevin Keegan**  
CEO / National Director FEBC Australia

A handwritten signature in black ink, appearing to read 'Kevin Keegan', written in a cursive style.

## Who is FEBC Australia?

FEBC Australia is a member of an international media mission (FEBC International Association), which provides hope, health, education and life through its communication to those who are in need. People may be oppressed or persecuted, living in poverty, devastated by disaster, geographically isolated, facing immense injustice, homeless or in exile, but can be reached by media. Our motivation is to share God's love with people in a relevant and accessible way - primarily through radio, but also other media, apps, and emerging channels. FEBC International works in over 50 countries. When you join FEBC you become part of a rich, 77-year history. Moreover, you will become part of a vital team in Australia with partners/colleagues across the world, collaborating together to feed hearts, engage communities, bring hope, and change lives (FEBC).

## About FEBC's ministry

FEBC is all about the creative use of radio and other audio media to inspire people to follow Jesus. We work with other FEBC/FEBA fields and media partners across Africa, Asia and the Middle East with a particular focus on contexts that are 'unreached, hard-to-reach, least reached' - where it is difficult to become or be a follower of Jesus. The broadcast material is always contextually relevant and appropriate, addressing the interests and needs of local listeners; local team members seek to engage and build relationship with listeners through various follow-up channels and listener gatherings. Wherever possible, we seek to support the work of the local church.

Radio, and other audio media, can be powerful and personal, with messages broadcast in peoples 'heart language' reaching behind closed doors. Such media conveys messages of hope, inspiration and love, as well as sharing new ideas, challenging assumptions, or promoting different behaviours and attitudes. Programs can be life-changing in all sorts of ways, and by the work of the Holy Spirit they can be truly life-giving.

Applying an integral Christian worldview or lens to wide-ranging topics and material at a local level, our partners can help make the gospel message relevant and accessible to their audience, and signpost God's Kingdom. It's not always possible or appropriate to announce the Christian message overtly, but our underlying motivation and desire is for FEBC's ministry to help introduce listeners to the good news of Jesus Christ.

## About the role

We're seeking an experienced and motivated individual to bring skills, rigour, knowledge and energy to the oversight of our international ministry projects and partnerships.

You will be a committed follower of Jesus Christ, passionate about God's mission, with a personal desire to share the good news of the Christian gospel with others.

You'll know - from experience - how to work cross-culturally with a range of international partners to pursue shared missional goals.

You will have a well-rounded understanding of missional theology and development theory.

You'll be able to communicate with integrity in a clear and compelling way, with a range of different groups and stakeholders by various means.

You'll have an ability to see the big picture and make sense of project complexities, coupled with a commitment to the completion of tasks - with an eye for detail and an awareness of compliance.

You'll be an inspirational leader knowing how to get the best out of those you work with to achieve mutually agreed objectives and outcomes.

## **Key responsibilities**

### **Strategy**

- Lead the development and strengthening of FEBC Australia's international ministry strategy that is well aligned to FEBC Australia's strategic pillars and priorities.
- Prepare and implement a plan to maintain, nurture and grow existing partner relationships – within and outside the FEBC International Association.
- Identify and help prioritise potential new ministry areas, engaging with the relevant partners and evaluating the project's fit within FEBC Australia's portfolio.

### **Ministry and Partner Development**

- Through regular communication, work with partners to enable suitable project design, sensible monitoring and evaluation, and effective reporting (ensuring that learnings are captured so that all areas FEBC Australia's wider ministry may be enhanced).
- Ensure that the impact of all ministry projects and partnerships have timely evaluations and that formal two-way reviews satisfactorily inform FEBC Australia's funding decisions.
- Pursue, encourage and seek to support the development of our partners' own local operational capacity in order to build sustainability.
- Build and maintain partnerships that achieve mutually agreed objectives and outcomes.

### **Communication and Relationships**

- Build and strengthen relationships with FEBC Australia's ministry partners (both internationally and nationally), along with other key external stakeholders.
- Ensure that truthful, factual, respectful and discerning high-quality material is obtained from ministry partners for sharing through FEBC Australia's regular publications (digital and print), to inform and inspire supporters across Australia.

### **Documentation, Information, Team and Budget Management**

- Develop and implement documentation required to establish, continue, and further partnerships (including but not limited to - Partnership Agreements, Memoranda of Understanding).
- Ensure that all partner and project information held by FEBC Australia is well maintained in a secure, consistent and accessible way in order to facilitate effective project oversight, focused relationship building and clear communication.
- Work with, enable, and equip ministry partners to promote a culture of monitoring, evaluation and learning, including the appropriate use of relevant data and metrics.
- Monitor funding agreements to partners so they are compliant, including ensuring agreed amounts, terms and conditions are met and that partners are reporting meaningfully, regularly and accurately – both quantitative and qualitative information, including financial data and stories.
- Ensure that other FEBC Australia team members are provided timely and accurate information for both funding transfers and donor communications/advertising. Ensure briefs prepared are safe in terms of information security and accurate in terms of commitments made.
  - Recommend to, and develop with the CEO, the three-year international ministry funding commitments, field/partner priorities, and monitoring and compliance budget for international ministry activity within agreed and approved Board parameters.

## **Organisational Leadership**

- As part of the senior management team, participate in the overall effective leadership and management of the organisation in pursuit and fulfilment of its mission.
- Contribute to the spiritual nurture of other team members through participation in the leadership of prayer and devotional activities.

## **Compliance Oversight**

- Make certain all aspects of the development and implementation of partnership projects (reporting, risk, policy controls and mission purpose) are compliant and strategically aligned.
- Monitor activities with regard to compliance with ACNC, External Governance Standards, CMASC requirements, and Missions Interlink Accreditation standards

## **Personal Qualities, Skills and Experience - required**

- Active Christian faith, strong commitment to FEBC Australia's Christian mission, values and ethos, and a demonstrated understanding of Integral Mission
- Tertiary qualifications in International Development, Integral Mission, or related field.
- Minimum of 5 years' experience in international program management in the NFP or INGO sector.
- Demonstrated experience of working with faith-based partner organisations.
- Strong experience of working cross culturally and collaboratively.
- Excellent communication skills (oral and written), and the ability to speak in public to represent the work of FEBC
- Ability to negotiate and influence effectively.
- Experience in financial management, including preparing and managing project budgets, contracts and negotiations
- Ability to build a robust case for financial support to potential major donors or grant applications.
- Resilient and able to operate effectively with irregular work patterns in challenging environments
- A competent user of MS Office365, Sharepoint, Teams software, familiar with social media and data analytics tools, able to adopt new technologies
- Willingness to undertake international and national travel for a number of weeks each year, visiting partners, projects overseas; and communicating to churches and supporters in Australia.

## Terms and Conditions

Salary: TBA (commensurate for skills and experience)  
Start date: ASAP  
Position Type: Permanent contract (subject to six months' probation)  
Status: Full time  
Office location: 1/365 Kingsway, Caringbah

### Key Position Relationships

Internal – Australia: CEO/National Director FEBC Australia  
Accountant  
Marketing/Fundraising Lead  
Supporters/Stakeholders

External – International: Partner/Country National Directors  
FEBC International Executive Committee

Benefits include People – working with a team of people who are as passionate about engaging in God's mission as you are – utilising gifts, skills and experience to transform lives  
Flexible working conditions – to enable work/life balance  
Salary Sacrificing - packaging options (\$15,900 for general household expenses and \$2,650 for meal/entertainment allowance), meaning more take home pay



## How To Apply

To apply, please email [kevin.keegan@febc.org.au](mailto:kevin.keegan@febc.org.au) attaching your CV and a covering letter, which should include the following:

- Please provide specific examples of your cross-cultural experience of mission or project management, explaining clearly your personal contribution and what was achieved as a result.
- Please highlight the main reasons why this particular position appeals to you.
- Please tell us briefly about your own journey of faith and what it means to you today.
- Please address each of the key responsibilities providing details of your experience and skills.

If you would like an informal chat about this role, please contact Kevin Keegan, FEBC Australia's CEO/National Director via the office on +61 2 9525 6460.

**Note** - relevant background and reference checks will be completed prior to employment being confirmed. Confidentiality and discretion will always be exercised. Please have available referees if requested – (one referee should be a mature Christian - pastor; the other referees should be able to reflect of your skills, experience and background).

FEBC Australia is a child safe organisation and our recruitment and selection procedures reflect our commitment to the safety and protection of children in all our activities. As part of the selection process, candidates may be required to provide authorisation for a National Police Check and gain a Working with Children Check.

For more information about FEBC Australia - refer website – [www.febc.org.au](http://www.febc.org.au)