

JOB PROFILE

How to Apply for this Job



James Morgan / Tearfund

Background on Tearfund

Who we are: We are an international Christian relief and development organisation partnering with local organisations to see change in the lives of those in greatest economic need. We believe poverty is caused by broken relationships with God, others, the environment and ourselves, and working to see those relationships restored is key to how we work. We want to see change that is economic, material, environmental and spiritual.

Our vision: To see people freed from poverty, living transformed lives and reaching their God-given potential

Our values: We aspire to be courageous, truthful, compassionate, servant-hearted and Christ-centred

Tearfund's Application Process

All applications need to be completed online using our online registration form. As you progress through your application, please ensure that you save each section.

If after reading through this Job Profile, you have any questions or want to find out more about our recruitment process, please do not hesitate to contact recruitment@tearfund.org.

In this Job Profile pack, we've included a full Job Description as well as a Person Specification. Please ensure that your application clearly shows how your skills and experience meet the requirements for this post.

Job Profile

Job Title	Community Transformation & Network Engagement Manager
Group	International Group
Team	Asia
Location	Delhi, India
Responsible to	Country Director - India
Contract Period	Three years (renewable subject to ongoing funding)

Part 1 – Job description

1. Purpose of the job

Working within the country and cluster community transformation(CT) strategy & support delivery of country strategy:

- Support the delivery of the country strategy for strengthening and scaling up Tearfund's CT work.
- Influence, support, learn from and collaborate with national and regional networks.
- Coordinate and support the development of strategic relationships and partnerships to envision leaders.
- Support country team to promote and integrate the theology and practise of integral mission to the point that integral mission becomes the default theology embedded and outworked in all CT works.
- Coordinate research, reflection and learning within the country and cluster.
- Facilitate and host discussion, training, and learning.
- Provide input into the development of joined-up networking engagement and CT strategies within the country.
- To facilitate contextualization of Tearfund's existing CT related documents and development process of new CT resources and to translate the same.
- To provide programmatic support to partners in the promotion and implementation of their Community Transformation (CT) Process.
- To ensure that leaders are envisioned, facilitators trained, communities mobilised. Responsible for Monitoring & Evaluation of CT partner activities and peer learning.

2. Position in the organisation.

- Reports to the Country Director(CD) or any other role as delegated.
- Works closely with the rest of the country team and partners.
- Liaises with the Asia - CT Lead, S Asia TNE Coordinator and other relevant teams.

3. Tearfund's Christian culture

We believe that prayer and discernment is fundamental to Tearfund achieving its mission of restoring relationships, ending extreme poverty and transforming lives. As a Tearfund staff member, you are expected to:-

- Engage with Tearfund Prays and the Prayer hub
- Lead or participate in spiritual sessions of prayer and biblical reflection within your group

- Be committed to Tearfund's Mission, Values and Beliefs statement and to be actively working and living in accordance with Tearfund's Christian beliefs and theology of mission.
- Maintain your spiritual development, discover your gifts/callings and grow in discipleship

4. Organisational requirements

- All staff are expected to live out Tearfund's values as they represent Tearfund externally.
- All post-holders are expected to fulfil their personal objectives set by their line manager, contribute to their team's overall objectives, take responsibility for reviewing their ongoing personal development and maintain an awareness of Tearfund's strategy.
- All Tearfund staff share the responsibility to promote and maintain a strong safeguarding culture, including identifying the key actions they should take given their role and responsibilities.

5. Key Responsibilities

5.1. Implementation of Strategy

Provide practical support for the implementation of the country strategy in particular through:

i) Scaling up and Strengthening CT

- Supporting CD to address ongoing critical CT capacity building needs at the country-level (e.g. by coaching, linking or direct provision).
- Supporting cross border / regional initiatives
- Support the development of sufficient numbers of quality CT trainer of trainers
- Supporting/initiating innovative pilots
- Identify opportunities for new relationships to be developed.

ii) Catalyzing a movement

- Facilitate the sharing of experience and learning across the country and cluster.
- Support national level coordinator/ facilitator in networking.
- Facilitate the development of research and reflection in relevant areas, building the capacity of networks and partners.

iii) Coordinating regular reporting against progress

- Tracking of the budget assigned for work in the country.
- Pursue and develop new funding opportunities and partnerships both internally and externally

Part 2 – Person specification

Job title: Community Transformation & Network Engagement Manager

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Degree or equivalent level of knowledge theology and community development 	Qualification in Theology and Community Development.
Experience	<ul style="list-style-type: none"> Experience in theological curriculum development, teaching and training. Able to articulate, lead and facilitate perspective building on issues like the environment, climate change, poverty, justice etc from a theological lens Experience in the community development Experience of programmes that mobilise the local congregations to engage with their communities Experience in influencing, mobilising others and developing networks. Experience in strategy development and budget management Proven experience in delivering innovation and collaboration Proven expertise in capturing and sharing learning to build capacity. 	Experience of working with church/ church focussed organisations, theological college/association
Skills/Abilities	<ul style="list-style-type: none"> Fluent written and spoken English and at least one other major language within the country. Experience of working in Google Suite applications (collaborations using Google Docs, Sheets, Presentation, calendar applications) Ability to communicate clearly, assertively and diplomatically to influence and network effectively Have skills to do research and collate data. Ability to work well cross-culturally, both between different Indian cultures and those outside of the region. Coaching and mentoring skills Strong analytical and strategic thinking skills Ability to work flexibly, on your own and at times under pressure to meet deadlines Willingness and ability to work within organisational guidelines and to the corporate, team and individual objectives 	Spoken abilities in further Indian languages

Personal Qualities	<ul style="list-style-type: none"> ● Committed Christian with a passion for justice and development and the local church's role in delivering this ● Innovative, dynamic and proactive ● Credibility with both grassroots and senior church and Christian development organisation leaders 	
OTHER COMMENTS: <ul style="list-style-type: none"> ● All roles require a DBS/Police check ● Tearfund is a member of the SCHR Misconduct Disclosure Scheme ● Personal identification information will be submitted against a Watchlist database to check against criminal convictions as a counter-terror measure ● Travel for this role would be 10-12 weeks per year 		