

JOB TITLE: NEXT GEN DEVELOPER
TYPE: FULL-TIME, PERMANENT
REPORTS TO: VICE PRESIDENT, NATIONAL
DEPARTMENT: NATIONAL
LOCATION: FULLY REMOTE

THE ALLIANCE CANADA

The Alliance Canada is a group of approximately 440 churches and 1600 workers across Canada that aims to be a Christ-Centred, Spirit-empowered, Mission-focused movement in everything we do. We work to fulfill our mission through making disciples, multiplying churches in Canada, and ministering to least-reached people groups around the world. Whether serving in a Canadian suburb or in a remote mountain village in Asia, our goal is to live on mission with God through equipping our churches and workers. Join us as we complete God's call to tell everyone about the Good News of Jesus Christ!

The Alliance Canada is looking for a dynamic person to join our team. We offer a comprehensive compensation package including excellent benefits, an exceptional pension plan, and a generous vacation package. People and culture are paramount to us while serving the mission.

The successful applicant will express a clear personal commitment to the statement of faith, mission, and values of The Alliance Canada.

POSTURE AND VALUES

We pursue a Christ-like posture in all our practices and work. Our values reflect this as we seek to be Spirit-led and expectant, surrendering our plans to God knowing he will exceed our expectations. We work with focus and flexibility, ready to adjust our priorities as needed and encouraging curiosity and innovation. Our posture is one of authenticity, accountability, service, and gratitude, being present and invested in each situation.

The Alliance Canada firmly believes that accomplishing its mission to multiply disciples everywhere requires a regional (district) approach in Canada. We are focused on promoting alignment and providing coaching, strategy, and resources to facilitate implementation at the district level. We are committed to supporting shared outcomes in a region, even if it requires putting aside individual plans and preferences.

JOB OVERVIEW

The Next Gen Developer champions and supports the development, catalyzation, implementation, and execution of key initiatives and strategies to engage and inspire the emerging generations and help form the next leaders of The Alliance Canada. The ideal candidate is passionate about seeing children, teenagers, and young adults come alive in Jesus and respond to his call to service and mission. The Developer works with our National, International, and District teams in developing and supporting shared measurable outcomes focused on three next gen demographics: children (ages 4-12); youth (ages 13-18), and emerging adults (ages 18-25) to be executed through the districts and associations of The Alliance Canada.

KEY ROLE RESPONSIBILITIES

Leadership, Stakeholder, and Partnership Engagement

The Developer will support and provide leadership to Next Gen in alignment with the above-stated leadership commitment through:

- Work with the National Vice President and district leadership to ensure the president's strategic roadmap is integrated into Next Gen pathways, procedures, and policies, and regularly review and adjust projects, and initiatives to maintain alignment.
- Support the National Vice President and national leadership in identifying critical areas of impact for Next Gen and collaborate with districts, associations, networks, and cross-functional teams to support and focus next gen engagement as a priority in Alliance ministry strategies, practices, and decision-making processes.
- Develop, implement, and monitor a system for measuring the objectives and key measurable outcomes of Next Gen. Use data analysis tools and techniques to identify and report on trends, successes, and areas for improvement.
- Work closely with associations/networks to engage the diaspora here in Canada.
- Self-initiate research and ideation as it pertains to the directed outcomes. While many activities are prescribed, The Alliance Canada holds a high value of curiosity, learning, and experimentation and expects staff to actively pursue these activities, as applicable, in their role.

National Teams, Networks, and Partnerships

- Effectively utilize Next Gen teams and networks and develop coalition(s) of subject matter experts to support the achievement of agreed-upon priorities by fostering alignment, providing coaching, strategy, resourcing, and support to the districts and national office.
- Provide leadership and oversight to the Envision Canada and Next Gen teams and staff, effectively utilizing their expertise and knowledge base; establishing, monitoring and reporting on measurable objectives and key results; and, ensuring alignment of decisions, projects and initiatives with shared outcomes. Provide leadership and support to the National Youth Pastors Network and Director, and National Children's Ministry and Chair, developing systems and processes to support the achievement of their objectives and goals.

- Liaise with Envision international teams ensuring each understands the key goals and milestones of the strategic roadmap, Envision's set vision and values, and the role their team serves in helping to achieve shared outcomes. Provide regular updates to teams on key decisions and achievements.
- Establish and maintain role-related relationships and partnerships with government and like-minded organizations and non-profits aligned with The Alliance Canada's next gen demographics and strategies, regularly reviewing and reporting on outcomes and effectiveness.

Communication

- Liaise with the VP, Next Gen, Youth, Children's, and Envision Canada and international teams, and applicable key stakeholders to develop communication strategies for Next Gen in collaboration with Communications, ensuring alignment, cohesive branding, and cohesive messaging.
- Effectively communicate, serve as liaison, and provide reports as required for the shared outcomes of Next Gen with internal and external stakeholders, donors, and partners.
- Proactively assist with identifying and developing Next Gen narratives and stories to enhance Alliance storytelling and fundraising initiatives.

Projects and Initiatives

- Develop and implement annual planning processes for Next Gen national initiatives and projects.
- Serve as lead for Next Gen projects and initiatives. Work closely with the National Senior Program Manager on project planning, utilizing the appropriate project pipeline processes and procedures. Serve as project manager as needed and facilitate engaging Next Gen teams/staff to support project implementation and execution.
- Create and curate content, resources and educational tools/opportunities related to Next Gen engagement to be implemented at the national and district-level.

Operations

- Participate on the National Program Team under the National Vice President.
- Prepare, monitor, and oversee the Next Gen budgets, financial expenses, reporting, and analysis. Regularly analyze spending and activities, providing reporting and updates to the National Vice President.
- Plan and facilitate national and district next gen-related meetings, gatherings, and events.
- Ensure regular Next Gen staff updates and performance reviews occur and role descriptions and procedural documentation are up to date. Provide coaching and development for teams and staff.
- Remain up-to-date with next gen engagement ministry best practices and standards across denominations and organizations. Leverage this comprehensive knowledge to develop innovative proposals aimed at enhancing the initiatives within The Alliance Canada.
- Ensure compliance with government legislations, legal requirements, and policies in the implementation of Next Gen initiatives and projects.
- Embrace a culture of continuous improvement by seeking feedback, learning from successes and failures, and adapting strategies accordingly. Assist in inspiring a healthy and collaborative culture in the organization.

- Other tasks, projects, administration, and duties as assigned by supervisor.

WORK EXPERIENCE REQUIREMENTS

- Exhibited passion to see the emerging generations come alive in Jesus.
- 10 years of children’s and or youth and young adult ministry in Canada and in the Alliance Canada preferred.
- Significant next generation ministry relational networking across Canada and/or internationally.
- Demonstrated expertise in formulating and executing strategies and initiatives in collaboration with diverse teams and key stakeholders.
- Excellent interpersonal and communication skills, with the ability to maintain confidentiality and cohesive messaging at all times.
- Strong leadership capabilities, including experience building or being part of national teams that work across district and regions.
- Self-initiate research and ideation as it pertains to the directed outcomes. While many activities are prescribed, The Alliance Canada holds a high value of curiosity, learning, and experimentation and expects staff to actively pursue these activities, as applicable, in their role.
- Understanding of financial metrics and budgeting; ability to manage resources efficiently, control costs, and allocate funds effectively to achieve organizational goals.
- High relational and emotional intelligence
- High Cultural CQ
- Express a clear personal commitment to the statement of faith, mission, and values of The Alliance Canada.
- Ability to travel across Canada and occasionally international.
- Must be a licensed worker of The Alliance Canada or willing to pursue licensing if not.

EDUCATION REQUIREMENTS

- Post-secondary degree
- Theological degree

CONTACT INFORMATION

Please send your cover letter and CV to the HR manager at hrmanager@cmacan.org

NOTICE OF ACCOMMODATION:

The Alliance Canada has an accommodation process in place and provides accommodations for employees with disabilities.

Please call 416- 674-7878 Ext.# 348 or by e-mail at hrmanager@cmacan.org so that arrangements can be made for the appropriate accommodations to be in place if you are invited to interview.