



**Opportunity Profile**

# **Steiger European Regional Manager**

contact [europa@steiger.org](mailto:europa@steiger.org) for more information

# Job Description

## Steiger European Regional Manager

### GENERAL INFORMATION

<b>Reports to:</b>	European Director
<b>Status:</b>	Staff or Missionary *see below for more information
<b>Hours:</b>	30-40 hours
<b>Location:</b>	Wrocław, Poland
<b>Collaborates with:</b>	International Leadership Team European City Team Leaders European Team Steiger Leadership Council
<b>Team Participation:</b>	European Team

**General Purpose:** This is a full time position to implement and enhance the mission and vision of Steiger in Europe through good management of the strategic plan, leading the Europe Regional Team, coaching the European City Team leaders and supporting the European Director.

### KEY ATTRIBUTES

- 1. Complement the European Director:** In areas where the European Director is weak, the Regional Manager needs to have strengths. He/she must be able to put practical feet to the Director's creative vision and be comfortable in the #2 position.
- 2. Both big picture and detailed thinker:** The Regional Manager needs to be able to understand the big picture of where the mission is going and then lead the Regional Team and City Team leaders through the details of how to make it happen. This means simultaneously holding a strong sense of the Director's vision and a good feel for the pulse of the mission and the pace at which changes need to take place.
- 3. Solution-oriented:** The Regional Manager should be an innate problem-solver and able to equip their team with the tools needed to implement solutions. This requires putting systems and processes in place and constantly thinking of ways to improve them.
- 4. Passionate about developing people:** The Regional Manager should have experience and gifting to come alongside City Team leaders and Regional Team

members to coach and develop them and guide them through objectives and key results. This requires a good understanding of their strengths and weaknesses, seeking to empower and equip them accordingly.

## RESPONSIBILITIES & OUTCOMES

### 1. Strategic Leadership and Planning

- Work with the European Director in developing the regional strategic plan and budget, taking ownership for the accomplishment of the plan and good management of the budget.
- Support the European Director with strategic thinking, problem-solving, writing reports and maintaining contact with partners and donors.
- Coordinate and lead Regional Team meetings in partnership with the European Director and engage other activities designed to clarify and execute the mission's vision and objectives.
- Monitor the pulse of the mission through research, evaluation and keeping records of events and statistics for the region.
- Ensure staffing, facilities and programs are appropriately and effectively aligned to best meet strategic goals.

#### **Outcomes**

- Strategic plans and budgets are produced on time and meet Steiger International's criteria.
- The European Director is actively supported
- Regional Team Meetings happen regularly and are productive

### 2. Staff Supervision and Development

- Supervise the Europe team in their day-to-day ministry and operational activities, including chairing the weekly team meetings
- Guide Europe team members in accomplishing objectives and key results and develop their respective functional area.
- Coach and develop City Team leaders in the region, guiding them through accomplishing objectives and key results, requiring and responding to regular reports, executing an annual missionary review, and supporting in the delivery of the annual City Team report and strategic plan to the ILT.
- Visit each City Team in person at least once a year, participate in gatherings and leadership team meetings when necessary.
- Oversee training and development for Europe team and City Team leaders. Work with European Director in developing training, writing policy and vision and giving teaching sessions when needed.
- Provide periodical evaluation of staff and activities bringing appropriate changes to organizational structure.

## Outcomes

- The Regional team is well staffed and are aligned with the mission
- City Team Leaders are developed with the skills and tools to lead a City team and meet all the regional and international requirements.
- All team members feel well supported and are given ample opportunities for development.

## 3. Administration

- Ensure the completion of the objectives laid out in the strategic plan, guiding finances, activities, infrastructure, and logistical support functions through staff and volunteers.
- Serve as the regional financial officer providing oversight and direction for the Europe budget and plan, leading the finance administrator in book-keeping, reporting and general management of the budget.
- Work with Steiger's COO to monitor the management of financial resources by each City Team, ensuring each team adheres to good practise policies laid out by the mission. Ensure a clear and detailed financial report is included in the City team's annual report to the ILT.
- Support the European Director in writing fundraising proposals and reports for donors.

## Outcomes

- Financial planning, budgets and book-keeping are transparent and accurate and meet Steiger International's requirements.
- There is an increase in the number of successful fundraising proposals.

# KNOWLEDGE AND SKILLS

## Background

- Ideally a Bachelor's degree in business administration, management, or a similar field is preferred (or equivalent experience)
- 3+ years of management and leadership experience.
- 3+ years experience in financial management and reporting

## Skills

- Excellent communication skills, both verbal and written.
  - Ability to generate a variety of reports and presentations
  - Effective at communicating to large groups of people
  - Able to present financial information in a way that is understandable by non-finance people.
- Excellent leadership and decision-making skills.
- Ability to multitask and work efficiently under pressure.

- Strong analytical and problem-solving skills.
- Experience in developing people in their strengths and helping them address their weaknesses.

## APPLICATION PROCESS

After reading this Opportunity Profile, if you sense the gifts and experiences God has given you are a good fit for the position of Steiger European Regional Manager, we invite you to begin the inquiry process.

Please complete our Registration of Interest form ([click here](#)), which will also include uploading a CV/Resume and links to samples of your work, including your portfolio.

If you have any questions, please email [europa@steiger.org](mailto:europa@steiger.org)

### **Steiger Long-Term Opportunity Types:**

#### **Missionary**

A Steiger Missionary has completed Steiger's training program and usually serves in a leadership or frontline (evangelism, discipleship and/or training) role. Missionary roles are generally funded by the Missionary Support Model, which involves raising personal financial support. Steiger provides training, resources (marketing materials, an online donation page, back office support, etc.) and coaching to support its missionaries in becoming fully funded.

#### **Staff**

A Steiger Staff member serves in a paid position that is organizationally funded. Staff roles are usually administrative in nature, and/or include the responsibility of raising funds for the mission as a whole (i.e. development roles).

#### **Volunteer**

A Steiger volunteer commits time to the mission of Steiger (part time or full time), without being paid by the mission or raising personal financial support. As with missionaries or staff, volunteers have a documented job description, goals and responsibilities, and reporting relationships within Steiger's organizational structure. They may be part of a team consisting of Steiger staff, missionaries, and/or other volunteers.

# What is Steiger?

Steiger is a rapidly-growing, worldwide mission organization that is called to reach and disciple the Global Youth Culture for Jesus.

The mission's primary purpose is to bridge the gap between the Church and the Global Youth Culture. Steiger does this by raising up missionaries and equipping the local church to proclaim the message of Jesus in the language of the Global Youth Culture. It establishes long-term teams in cities through creative evangelism, relevant discipleship, and local church partnership.

## What is the Global Youth Culture?

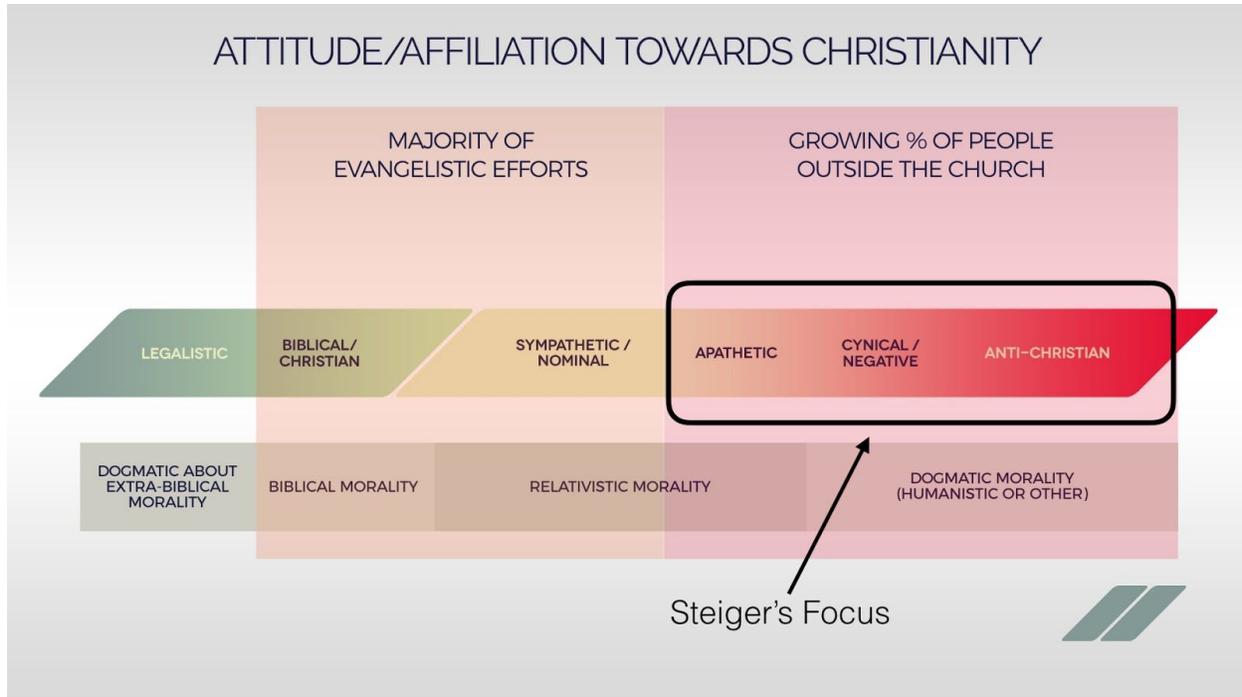
The emerging Global Youth Culture, connected by consumerism, social media, and the entertainment industry, forms the largest global culture ever to exist. It spans the globe, embracing the same values, listening to the same music, subscribing to the same YouTube channels, and following the same influencers on social media.

This global culture is largely influenced by one predominant worldview – Secular Humanism – which affirms that God is irrelevant and man is at the center. In this relativistic culture, we are god and consumerism is our religion.

This is a generation that does not look to the Church for answers, but believes it to be a dead and empty tradition of the past. Either there is no God, or if He exists, He doesn't interfere with our lives.

This demographic is not limited to post-Christian regions like Europe or the USA. It is impacting cultures in urban centers of every region of the world, including the Middle East, Asia, and Africa. The secular humanistic worldview and lifestyle is prevalent even among those who identify as a particular religious group (i.e. Muslim, Hindu, Christian, etc.).

The Global Youth Culture presents a unique challenge to the Church worldwide because of the large cultural gap that exists between the Church and secularized society. In fact, the gap is often so pronounced that for the Church to reach the Global Youth Culture, it must adopt cross-cultural principles similar to those used by missionaries engaging with unreached tribes in a foreign land.



## Bridging the Gap: Steiger City Teams

Steiger's mission is to bridge the gap between the Church and the Global Youth Culture by establishing long-term teams in cities around the world.

A Steiger City Team is a dynamic, missionary team specialized in reaching the Global Youth Culture of a key urban center through creative evangelism, relevant discipleship, and local church partnership. Because it both unifies and mobilizes the Church, a Steiger team is a small, yet powerful catalytic force that can impact an entire city.

What a Steiger City Team does:

- Develops a “seeking God” culture (through prayer, Bible study, worship, and bold faith)
- Establishes a regular, relational presence in the secular scene of its city
- Engages in weekly, creative evangelism
- Creates spaces that foster discipleship (community houses, open houses, weekly informal Bible studies)
- Hosts an annual, large-scale, evangelistic endeavor (online campaign, evangelistic concert, interactive art exhibit, mission trip, etc.)
- Offers at least one annual mission training event (Steiger seminar, Compact School, or conference)
- Establishes a network of church and ministry partnerships throughout the city
- Invests continually in new leaders to plant new city teams

## **Statement of Faith**

Steiger believes the Bible is the only infallible, authoritative Word of God.

Steiger believes in the deity and humanity of Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His present rule as Head of the Church and in His personal return in power and glory.

Steiger believes that for the salvation of lost and sinful human beings, regeneration by the Holy Spirit is absolutely essential.

Steiger believes in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.

Steiger believes in the resurrection of both the saved and the lost, they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation.

Steiger believes that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.

Steiger believes in the spiritual unity of believers in our Lord Jesus Christ, with equality across racial, gender and class differences.

