



RECRUITMENT PACK

IFES GENERAL SECRETARY

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1. INTRODUCTION FROM THE CHAIR OF THE BOARD

Dear sister or brother in Christ,

Thank you for your interest in the role of General Secretary of the International Fellowship of Evangelical Students.

Our previous General Secretary, Daniel Bourdagné, completed 12 years as General Secretary at World Assembly 2019 in South Africa. We are seeking the right woman or man of God to lead our diverse Fellowship into the coming years as we live out our shared vision to see students around the world come to know Christ and live for his glory in the university and beyond.

A time of transition

After Daniel announced his intention to step down, the IFES Board started a process to identify a new leader for our global movement. The chosen candidate withdrew from the process shortly before World Assembly.

The Board invited Jamil Chabouh, a highly-respected senior IFES staff with extensive experience, a pastoral heart and strong peace-building skills, to serve as acting General Secretary. At the same time, they commissioned a new Discernment and Search Committee to lead the process of finding the next IFES General Secretary and to conduct a thorough review of the previous process in order to capture the lessons learned. It is chaired by Sam McCook (IFES Board member from the Caribbean) with Bishop Hwa Yung (from Malaysia and IFES Honorary President to 2019) as vice-chair.

A changing organisation in a changing world

In 2007, IFES had 136 affiliated movements. Now, we are a fellowship of 160 affiliated movements. We look back with thankfulness for what God has done through Daniel and through IFES. It has been a time of significant growth and development for our organisation.

The world has also changed significantly over this time. Today's students are more globally-linked than previous generations, but they are often lonely and isolated from their surrounding community. Corruption, liberalism, mental health and poverty have been identified by movements as among the top global trends most likely to affect student ministry over the coming ten years.

We recognise that IFES continually needs to adapt what we do and how we do it in response to the changing context of our ministry. A new General Secretary will be key in equipping our Fellowship to continue our mission to bring the gospel to every campus, and to bring many more students into relationship with our Lord and Saviour.

I invite you to read this pack, and prayerfully consider whether you are being called to apply for this role.

If you have any questions about the role or the application process, please contact our Discernment and Search Committee at dsc@ifesworld.org

Thank you again for your prayerful consideration.

Every blessing in Christ

Septi Bukula
IFES Board Chair

1. BACKGROUND AND DESCRIPTION OF IFES

IFES is a movement of students sharing and living out the good news of Jesus Christ: locally, nationally and globally. We work in more than 170 countries to establish and support student-led indigenous Christian movements. At the heart of everything we do is our vision:

“To see students built into communities of disciples, transformed by the gospel and impacting the university, the church and society for the glory of Christ.”

IFES is one of the most influential international student organisations, shaping lives and developing student leaders all around the world. We are passionate about engaging the whole university, students and faculties, to share the gospel and support locally-led student Christian movements. Through our movements, we are connected to over half a million students. We want to see this number grow.

IFES values diversity and unity around our vision and statement of faith. While the work we do is primarily with university students, in some countries, high school students and graduates are also part of the ministry. Being part of a national movement on campus connects students with something bigger.

Today’s students are tomorrow’s leaders. Yet universities, although they are centres of thought, leadership and innovation, often fail to engage with foundational Christian truths. As a result, students are being sent into the world unprepared to be leaders of Christian integrity that the world so desperately needs.

Our primary calling is to engage the whole university, and to support students at this critical time when they are exposed to prevailing philosophies, theories and spiritual trends to which they are able to bring a Christian perspective.

IFES is embarking on a new strategic period following its *‘Living Stones’* vision document. Many innovative programs have emerged from this vision, including Scripture Engagement, Indigenous Support Development, Governance Training, Ministry Impact, and the Engaging the University Program. Running through the last few years’ thinking and work, and drawing on the Living Stones vision, as well as forming the basis for donor engagement, have been four priorities:

1. Evangelism
2. Leadership development
3. Pioneering new countries and new campuses
4. Strengthening and supporting national movements

Evangelism: As students have the opportunity to engage with their peers, to listen with openness and sensitivity to the conversations of the academy, and to present a credible Christian perspective on key issues, IFES seeks to equip students in effective witness, to encourage them to initiate spiritual conversations with their peers, to hold evangelistic bible studies and mission events, and to live in ways that demonstrate grace and generosity.

Leadership Development: IFES wants to see students grow into lifelong disciples of Christ, and to become leaders of integrity and vision in their lives and work contexts beyond university. IFES seeks to encourage students to flourish and grow in their leadership skills, to develop Christian character and to foster Christian minds and global hearts. We believe that if we invest in students today, we will influence the church and society of tomorrow.

Pioneering: Since the founding of IFES, the call has been to establish a vibrant Christian witness in every university of the world. Now achieved in over 170 countries, there are still countries and campuses yet to be reached. With worldwide student numbers forecast to grow to 262 million by 2025, the mission field is rapidly expanding.

Strengthening and Supporting National Movements: IFES seeks to support national movements with the resources and training they identify as needs, establishing campus ministries that can be sustained by local leadership and initiative.

2. VISION FOR IFES FUTURE AND THE ROLE OF THE GS IN ITS DELIVERY

IFES is seeking the man or woman of God's choosing to lead the Fellowship as its General Secretary.

Over the past ten years, our ministry in IFES has been shaped by the Living Stones vision that was developed following a global listening exercise at World Assembly 2007. This expression of our priorities as a Fellowship united our ministry and informed the launch of new regional and global programs to support the growth and strength of our movements. We have witnessed renewed commitment to evangelism, pioneering, leadership development and engaging the university.

It is now time for us – as the IFES family – to make dedicated time to discern God's direction for the future beyond Living Stones. Seeking God's face for our priorities is an ongoing process so the time we commit to it now builds on our broader understanding of our ministry and God's purposes.

The General Secretary gives oversight to IFES as a whole and provides vision and leadership to the Fellowship in fulfilling its mission of reaching students with the gospel of our Lord Jesus Christ throughout the world.

We invite you to explore your calling to lead this diverse organisation as General Secretary. We have an exciting and challenging future, shaping and enriching students in their Christian lives and influence. We are looking for the person who can build on the legacy and strength of the past, provide spiritual leadership through this transitional phase and develop strong staff and regional teams, motivate both staff and students and navigate the Fellowship into a new period of clarity and direction, appealing to and increasing our strong donor base to help fund innovation and growth.

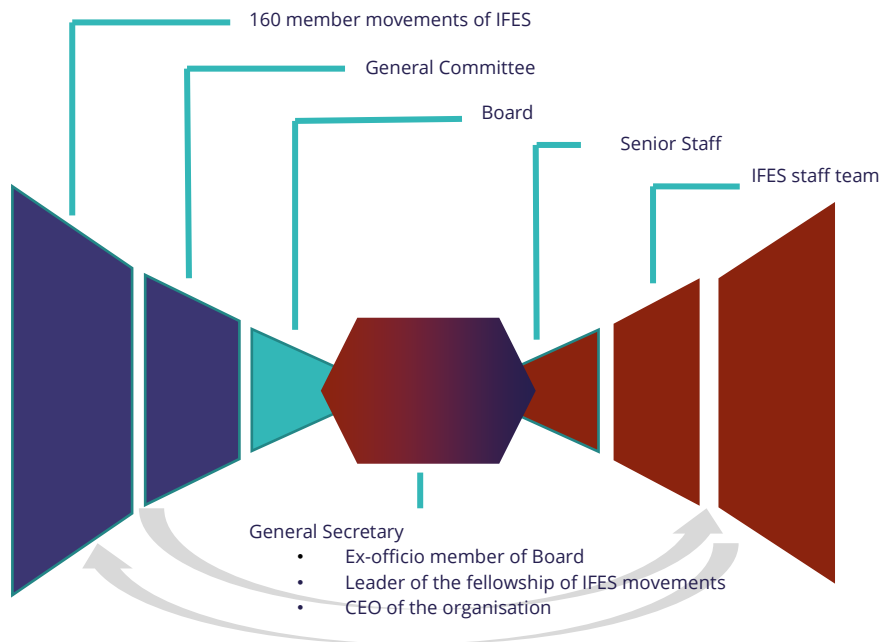
“Thanks to IFES ministry, so many students have met the Lord and are trained as faithful disciples of Christ. Today they work in various fields of God's mission in the world. But there are still millions of students who have not heard the good news of Jesus Christ. They live in confusion, often in despair and disillusionment. We can help to communicate to them a living hope. Our task remains great and very strategic.”

DANIEL BOURDANNÉ, IFES GENERAL SECRETARY (2007-2019)

3. STRUCTURE OF IFES

WHAT IS IFES?

IFES is a movement of students sharing and living out the good news of Jesus Christ. Locally. Nationally. Globally. While IFES is a movement, we have an organization. Our organizational structure provides various services and ministries that support, maintain, and advance our work and vision across the globe.



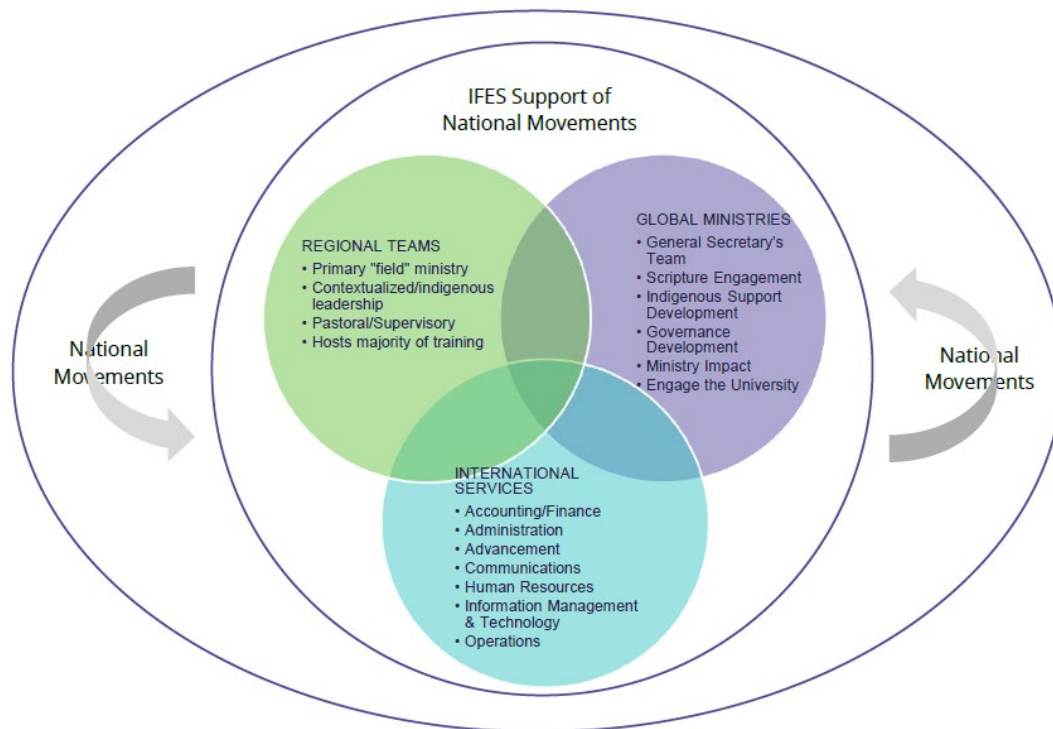
WHO 'OWNS' IFES?

- The 160 affiliated movements are the members of IFES, the ultimate owners.
- Each of these members may select three delegates to attend the IFES General Committee which meets every four years during World Assembly.
- The General Committee elects a board, that has various powers delegated to it through the constitution.
- The IFES Board appoints the General Secretary (the appointment is subject to confirmation by the General Committee)

WHO ARE THE BOARD AND WHEN DO THEY MEET?

- The IFES Board comprises 11 regional representatives, 2 student representatives, a Treasurer and a Chair
- The full Board normally meets face-to-face once per year in different parts of the world. They may also have virtual meetings.
- The Board elects a Steering Committee which normally meets an additional two times per year in April and November.
- The Treasurer is supported by an advisory Finance Committee, which also meets twice a year after the Steering Committee (Steering Committee members also attend the Finance Committee meetings).

HOW DOES IFES SUPPORT NATIONAL MOVEMENTS?



Leadership and oversight for IFES as a whole is provided by the IFES General Secretary and his two Associate General Secretaries.

Regional staff coordinate the work within 11 IFES regions. Each region has a regional secretary or representative; some larger regions have staff who coordinate ministry in sub-regions – together they develop plans for their region. These teams are committed to providing direct, contextualized, personalized support to the national movements in their region and are essential for quality service through visionary and pastoral support. Regional staff are the primary "field" ministry of the organization of IFES.

Global ministries and programs work alongside regional teams offering specialist support to help strengthen movements in different areas of their ministries. The global ministries enable movements to effectively live out the IFES vision in the following areas: Engaging the University, Governance Development, Indigenous Support Development, Ministry Impact, and Scripture Engagement.

IFES ministry is supported behind the scenes by International Services based in Malaysia, the UK, and the USA. These teams work in areas such as finance, information technology, support development, communications, legal support, and human resources to care for the needs of staff and national movements.

STRATEGIC OPPORTUNITIES FOR GLOBAL STAFF INTERACTION

- The General Secretary's Support Team meets twice a year with two regional secretaries (chosen by their peers) and the Executive Officer to the Committees.
- Senior staff meetings take place annually and are usually attended by the General Secretary, Associate General Secretaries, 11 Regional Secretaries, leaders from International Services and global ministry leads.
- In addition, regional clusters of senior staff meet annually for the purpose of mutual support and staff care.

4. FINANCIAL SUMMARY

IFES GLOBAL BUDGET FOR 2020

The global IFES budget for 2020 is US\$ 8.4 million. The summary below gives an overview of what that figure includes. The budget for this year is challenging because we do not know how significantly the delayed General Secretary transition will affect donation income, nor do we know how Brexit will affect the UK pound.

Core operational costs: US\$ 3.6m

Salaries, office costs, ministry/travel expenses.

International and regional training events/projects: US\$ 3.18m

Such as regional conferences, Indigenous Support Development program, Governance Development training project.

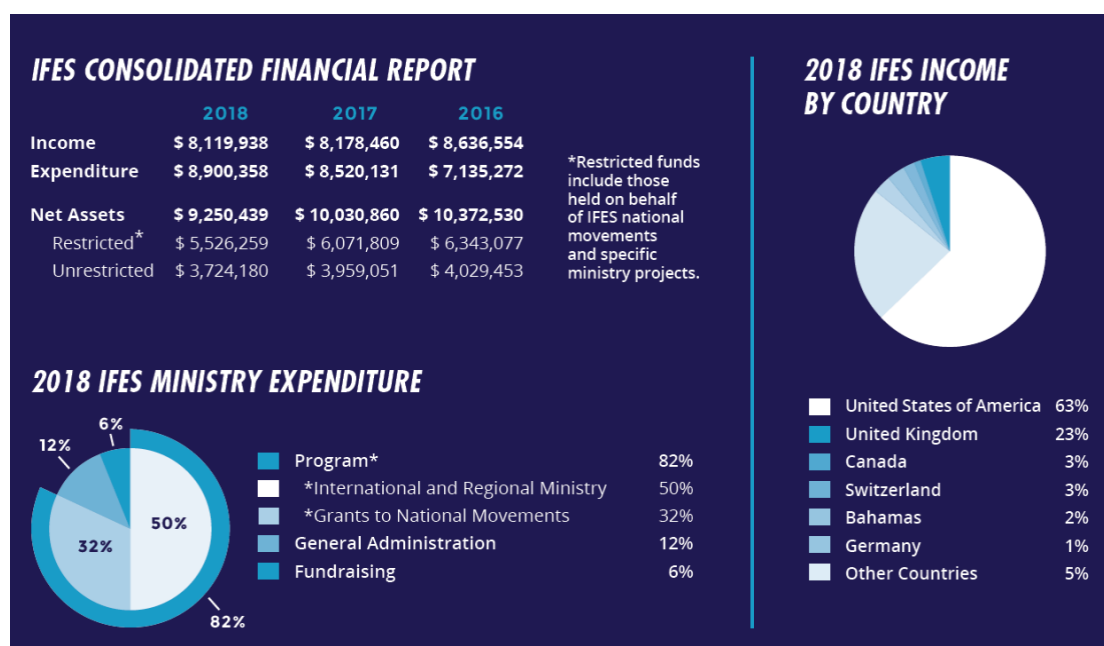
Grants/transfers to national movements: US\$ 1.6m (estimated)

Funds that we receive on your behalf and transfer to you when you request them.

TOTAL: US\$ 8.38m

LOOKING BACK

2019 was a challenging year financially with two major international conferences and other one-off expenditure items. This required us to use some of our reserves but we are thankful that we were able to manage this without jeopardising frontline ministry. Our goal in 2020 is to begin rebuilding reserves to the previous levels.



5. COMPETENCY PROFILE

This profile summary is intended to support this discernment process. It gives an overview of the competencies we are looking for the appointed person to possess.

CHARACTER AND VALUES

- Christ-centred
- Integrity
- Humility
- Fidelity
- Committed to the cause
- Disciplined
- Respectful
- Trustworthy
- Pleasant disposition

SPIRITUAL LEADERSHIP

- A person of prayer
- Sound biblical knowledge
- Theological clarity and understanding
- Integral mission focus and evangelistic vision
- Close personal walk with Christ
- Models servanthood

EXTERNAL LEADERSHIP

- Global ambassador: able to achieve an external presence in a range of public settings
- Bridge builder: able to build effective collaborative relationships
- Cross-cultural communicator: able to influence across a range of settings
- Support developer: able to motivate individuals and institutions to support IFES both prayerfully and financially

PEOPLE LEADERSHIP

- Has a pastoral heart, able to discern, support, and work with diverse groups while gaining trust
- Able to manage performance as well as motivate and develop people
- Effective team builder and leader
- Has a participatory leadership style, able to be decisive as well as being inclusive and empowering

ORGANISATION LEADERSHIP

- Understands the diversity of religious and cultural contexts in which IFES movements operate and has ability to lead the organisation in developing and implementing strategy towards achieving our vision
- Strong in administrative ability with an established track record in building an effective organisation infrastructure
- Able to mobilise and manage resources (finance, people etc) towards the goals of our global vision
- Has taken an active role in doing organisation development work in an IFES national movement, region or equivalent

SELF LEADERSHIP

- Self-awareness: a good knowledge of personal strengths, weaknesses and vulnerabilities, and knowing how to address these
- Personal effectiveness: managing yourself, your priorities and other peoples' priorities
- Willing to learn/ongoing learning
- Ability to focus on results and what is essential

6. ROLE DESCRIPTION

The IFES General Secretary gives oversight to IFES as a whole and has many responsibilities.

The General Secretary is to provide vision and leadership to the Fellowship in fulfilling its mission of reaching students with the gospel of our Lord Jesus Christ throughout the world.

LOCATION AND TRAVEL

Previous General Secretaries have been located in Oxford, at our International Services UK office. The IFES Board are open to considering other options, where there is a compelling case for change. We have other International Services offices (in the US and Malaysia), as well as regional and global ministry staff around the world.

There will be a need to connect with International Services, as well as regional staff, national movements and supporters, so regular travel to these is anticipated. We are a global Fellowship, so there will be an above average amount of international travel in this role. The amount is not stipulated; it will be for the new General Secretary to determine how to manage this aspect of the role, but she/he should be available to travel as necessary.

ACCOUNTABILITY

The General Secretary is responsible to the Board through the Chair, keeping in close contact with the Chair and the Treasurer, and seeking to inform them and the rest of the Board of all developments that are of strategic importance to the Fellowship.

RESPONSIBILITIES

The General Secretary is the Chief Executive Officer of IFES. As such, the General Secretary is responsible for maintaining the theological integrity of the Fellowship, keeping it thoroughly biblical and true to its doctrinal basis. The General Secretary advises the Board in its roles of policy formulation and decision-making, and is responsible for their implementation.

1. STRATEGIC PLANNING

The General Secretary recommends plans to the Board: for pioneering and expansion, policy developments, budget and fund development, and staffing needs.

2. BOARD

The General Secretary serves as the Secretary of the Board, being responsible for the preparation of all agendas, reports and Minutes. The General Secretary provides regular briefing and information to the Board.

3. THE GENERAL COMMITTEE

The General Secretary is responsible for organizing the General Committee.

4. MEMBER MOVEMENTS

The General Secretary seeks to foster unity, partnership and mutual support among the member movements. The General Secretary must maintain an awareness of the

desires, aspirations and views of the member movements around the world, and lead the IFES staff in assisting these movements in their ministry. The General Secretary serves as encourager to general secretaries, other leaders and staff of member movements.

The General Secretary processes new applications for membership and recommends affiliation.

5. IFES STAFF

- a) The General Secretary appoints the associate general secretaries, regional secretaries and the Chief Administrative Officer.
- b) The General Secretary approves the appointment of all staff.
- c) The General Secretary provides supervision of the Associate General Secretary(ies), Regional Secretaries, and the Chief Administrative Officer and conducts regular appraisals.
- d) The General Secretary, through the senior staff, encourages and supervises all other personnel, keeps in touch with their views, aspirations and difficulties. The General Secretary is responsible for the welfare and effective direction of all staff.

6. PROMOTION OF IFES

The General Secretary represents IFES in contacts with other movements and seeks to promote its ministry. The General Secretary ensures that all publications effectively further the work and reflect its aims and basis of faith.

7. ADMINISTRATION

The General Secretary is ultimately responsible for the administration and financial affairs of the IFES. The General Secretary is responsible to see that adequate income for the ministry of the Fellowship is raised; to prepare budgets and control expense; and to account for transactions and assets of the Fellowship. The General Secretary presents the annual budget of IFES to the Treasurer and the Finance Committee.

8. CUSTODIAN

The General Secretary is the custodian of legal documents, Minutes and archives of the Fellowship.

7. HOW TO APPLY

Prospective candidates are asked to complete the application form found at the end of this pack, and return it by email to dsc@ifesworld.org no later than **15 April 2020**.

If you wish to discuss the post in any more detail, email dsc@ifesworld.org with your preferred contact information, and one of the Discernment and Search Committee, or the Secretariat will be in touch.

The successful postholder is expected to have a good command of the English language, so we would ask that your written application is submitted in English.

8. SELECTION PROCESS AND CRITICAL DATES

The closing date for applications is 15 April 2020. The Discernment and Search Committee will then assess the applications and select a long list of candidates to invite to a first interview, with assessments, in Malaysia on 11-12 June 2020. Following this, a short list will be interviewed by the full Board in September (dates to be confirmed).

In summary:

15 April:	applications to be submitted
11-12 June:	first interviews and assessments with the Discernment and Search Committee in Malaysia
September:	final interviews with the full Board (location to be announced)