

Role Title:	Field Development Manager
Department/Team:	North Zone - NT & the Kimberley
Location:	Darwin based
Reports to:	Regional Manager - NT & Kimberley

Scripture Union Australia's Vision & Mission

Scripture Union Australia is an interdenominational Christian movement committed to providing Australian children, young people and families with opportunities to experience the transforming love of Jesus and to pursue a lifelong journey of discipleship.

SU Australia is part of the worldwide Scripture Union movement, a movement of Christians working with churches to make God's Good News known to children, young people and families and to encourage people of all ages to meet God daily through Bible reading and prayer.

(scriptureunion.org.au)

SU Australia is a charitable 'limited by guarantee' not-for-profit organisation comprising more than 900 staff and thousands of volunteers, working with churches and serving in communities in all states and territories across Australia.

All SU Australia staff and volunteers are empowered and equipped to champion a child safe culture and are committed to the highest standards of safety and care in our work with children, young people and families.

Purpose of Role

Working collaboratively with churches, schools and volunteers, a Field Development Manager is responsible for:

- Managing a team of school chaplains, a school worker and RI volunteers.
- Recruiting and training volunteers to lead and assist religious instruction (RI) programs in government schools.
- Facilitating some RI classes in government schools.
- Supporting and helping to resource ISCF (high schools) and SUPA Clubs (primary schools), looking for possible opportunities for more of these groups in schools.
- Pastorally caring for volunteers assisting in all SU school ministries.

NOTE: This position is in partnership with Bush Church Aid (BCA), and the incumbent will be required to meet some additional requirements of BCA including providing deputation material, quarterly prayer updates and newsletters, and an annual report.

The incumbent will contribute to the nurturing of a child safe culture and working environment.

Key Relationships

Internal	<ul style="list-style-type: none">• North Zone Staff• SU Volunteers• School worker, Chaplains etc
External	<ul style="list-style-type: none">• NT Schools• NT Department of Education• Bush Church Aid (BCA)• Northern Territory Council of Churches (NTCC) - attend quarterly meetings and provide reports as required.• Local Churches with an interest in school ministry - and seeking new churches to partner SU in school-based ministry• SU Donors and prayer supporters with an interest in school ministry

Key Accountabilities	
<p>1. Spiritual leadership.</p>	<ul style="list-style-type: none"> • Providing spiritual leadership and support for the School Ministry team in your region. • Encouraging employees and volunteers through work and example to live a Christ centred life, committed to the Bible and prayer. • Seeking to follow Christ and his example in your relationships, decision-making and conduct. • Contributing to building a culture where our people consider themselves followers of Christ first and Christian leaders in their community/place of work second. • Encouraging our people to exhibit the fruit of the Spirit in their personal and work lives. • Model and promote Scripture Union values and ethos when engaging with staff and volunteers
<p>2. Church engagement.</p>	<ul style="list-style-type: none"> • Build relationships with local Churches and enable them to build relationships with local schools • Actively develop or join youth and children's ministry networks that support genuine ministry partnerships in each region • Nurture prospective volunteers, supporters and future RI Teachers and Chaplains • Equip Chaplains, RI teachers and volunteers to advocate for the work of Scripture Union at churches and community forums.

3. Schools Ministry	<ul style="list-style-type: none"> • Recruit Chaplains, RI Teachers and volunteers • Manage, coach & train Chaplains, RI Teachers, and volunteers to be successful in their role • Develop a team of competent, capable and motivated christian Chaplains, RI teachers and volunteers in your region to facilitate school ministry opportunities. • Work with schools and churches in seeking out and establishing new school ministry opportunities appropriate to the needs of the community • Ensure implementation of all school programs consistent with DoE Chaplaincy and RI guidelines, policies and legislation
4 Partnerships and community development	<ul style="list-style-type: none"> • To help people connect with SU Australia in ways that maximise their involvement with their local schools ministry. This may involve praying, volunteering, giving, teaching and raising up workers. • Seek opportunities to grow connections with supporters by contributing to broader SU Australia fundraising initiatives
5 Risk and compliance	<ul style="list-style-type: none"> • Maintain a team that is free from harassment, bullying and discrimination in support of relevant federal and state legislation and SU Australia policies. • Ensure team members are aware of their compliance obligations, including their Work Health and Safety (WHS) obligations.

6 Team contribution

- Contribute to the immediate team and the broader teams in SU
- Contribute to the effective management of your region while seeking to grow the mission opportunities across the NT
- Participate in SU devotion activities including prayer retreats
- Contribute at team meetings
- Participate in wider organisation-based activities and learning opportunities
- Demonstrate behaviour in line with a child safe culture
- Comply with WHS requirements
- Protect own health and safety
- Protect the safety of others. Report hazards, risks and all incidents.

Qualifications and experience

Minimum three years' experience leading a team, preferably within a not-for-profit environment.

Track record of effective ministry to children and young people, preferably in a variety of contexts and with exposure to Chaplaincy..

Familiarity with the NT public school system is highly desirable.

Chaplaincy and/or Youth Work qualification (minimum Diploma in Chaplaincy/ Youth Work) is preferred.

Theological qualification (minimum Diploma of Theology/ Ministry) is an advantage.

Driver's license is essential for this role.

Competencies	
Competency areas	Definition
Technical / Professional	Ability to attain competency in a variety of systems including; Salesforce (fundraising database), Martian Logic (recruitment platform), Aurion (payroll system)
Child safety awareness and leadership	Role modeling behavior for team members and others in the organization that demonstrates the value of children and young people. Demonstrating and inspiring a commitment to child safety, child wellbeing and cultural safety.
Team leadership	Role modelling behaviour for team members and others in the organisation that demonstrates servant leadership in accordance with a Christian ethos. Interacting with all SU Australia people and stakeholders in a manner that demonstrates respect, consideration and encouragement.
Developing organisational talent	Developing team members' skills and competencies by planning effective professional development activities related to current and future jobs.
Organisational awareness	Having and using knowledge of systems, situations, pressures, and culture of the organization to identify potential organizational problems and opportunities. Perceiving the impact and implications of decisions on other components of the organisation.
Planning and organising	Establishing a course of action for self and/or others to accomplish goals. Prioritising the work of the team appropriately. Monitoring team workload and taking corrective action when required.
Maximising team performance	Recognising talent, establishing goals, coaching, resourcing, supporting, providing training, and evaluating the performance of team members (Chaplains, RI Teachers and volunteers).

Additional Requirements

SU Australia requires the incumbent to be:

1. able to subscribe to the aims, beliefs and working principles of SU Australia
2. able to demonstrate a living and personal relationship with Jesus Christ
3. able to show strong Christian character evidenced by servant leadership, valuing of people in general and marginalised people in particular
4. a member or adherent of a local Christian church
5. be in receipt of a current positive Ochre card for the purposes of child related employment
6. willing to work under SU Australia's Conduct and Behaviour Standards

Developed By	Regional Manager - NT & Kimberley
Approved By	Group Manager, People Services
Effective Date	June 2022