

JOB TITLE: Director of Leader Formation

TYPE: Full Time, Permanent

REPORTS TO: President

DEPARTMENT: National

LOCATION: Remote or Hybrid

OVERVIEW

The Alliance Canada is a vibrant, growing evangelical denomination, committed to serving Jesus and His mission. With a dedicated team of over a thousand, the Alliance Canada supports hundreds of affiliated local churches across Canada as well as active global outreach ministries in approximately 40 countries.

POSTURE, VALUES, AND STRATEGIC FOCUS

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 collaborative 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.

The Alliance Canada's is trusting Jesus to double its reach by 2034—an historically unprecedented God-sized challenge for our movement. This goal will not be accomplished by might or power but by the Spirit of God (Zechariah 4:6). In dependence on the Holy Spirit to the best of our ability, we are committed to ensuring that our local churches and ministries engage in all aspects of The Alliance Canada Strategic Framework and making the necessary sacrifices to share the love of Jesus with the world in efforts to double our reach by 2034.

OPPORTUNITY

The Director of Leader Formation will support the President in the implementation of The Alliance Canada's Strategic Framework through overseeing the development of a leader formation and development strategy focused on equipping and influencing thousands of leaders through our ministries. Working across The Alliance Canada's primary divisions—National, International, and Central Operations—this role will collaborate with districts to evaluate current leader formation systems, refine and strengthen effective models, and develop new strategies to propel us into the future. The role focuses on nationally-aligned deliverables focused on enhancing leadership capacity through the identification, recruitment and formation of 3,000 new leaders by 2034; ensuring increased cross-district connection and collaboration, greater

transparency and accountability in reporting, and increased resource allocation for key initiatives (e.g., next-gen development, leader formation, and theological training).

SPECIFIC DUTIES AND RESPONSIBILITIES

ACCOUNTABILITIES AND RESPONSIBILITIES:

Reporting to the President and working in alignment with the National Leadership Team to achieve nationally-aligned deliverables, this role is responsible to:

- **Leader Formation Strategy:** Develop a cohesive framework for The Alliance Canada's leader formation strategy, working collaboratively with the National Leadership Team and Districts, to ensure efforts are aligned nationwide.
- **Establish Localized and/or Regional Leadership Streams:** In partnership with districts, develop localized leadership streams across the country to provide theological education, leadership training, and mentorship, prioritizing embedding leadership formation, including apprenticeship opportunities, within local churches.
- **Build Academic and Strategic Partnerships:** Define national criteria (with room given for district-specific contextual additions) and establish partnerships with theological seminaries, Bible colleges, and Christian universities to offer accredited and non-accredited leadership tracks. These pathways will support emerging leaders in obtaining both non-portable and portable licenses within The Alliance Canada to enhance theological understanding and leadership capacity.
- **Expand Entry Points:** Collaborate with districts to explore with churches non-accredited leader formation opportunities to broaden pathways for next-generation and next-era leaders toward discernment and training.
- **Foster Community and Connection:** Design environments that allow cross-district student connections to encourage new friendships, care, community, creativity, and best practices resulting in increased capacity and resilience.
- **Evaluate and Improve Leadership Streams:** Regularly assess the effectiveness of leadership hubs and academic partnerships through feedback mechanisms that engage participants and key stakeholders and using insights and findings to actively refine programs and ensure they meet the evolving needs of emerging leaders. Analyze data and provide reports through national dashboards.
- **Policy Oversight and Implementation:** Develop and manage a policy based on agreed-upon criteria to oversee bursaries and/or forgivable loans that provide financial support for qualified applicants in The Alliance Canada's leader formation tracks.

REQUIRED QUALIFICATIONS

- A master's degree in a related field is required. A doctoral degree is preferred.
- A minimum of 7 years in ministry, or theological education, with a focus on training faith-based leaders. Experience in building academic partnerships is highly desirable. Local church pastoral experience is strongly preferred.

- Demonstrated ability to design, manage and implement new leadership programs, build academic partnerships, and work collaboratively with diverse faith communities.
- Strong communication and interpersonal skills with a proven track record of identifying, forming, and releasing next-gen leaders.
- Express a clear personal commitment to the statements, mission, and values of The Alliance Canada.
- Must be a licensed and ordained worker of The Alliance Canada and willing to become licensed and ordained if not.

PREFERRED SKILL AND EXPERIENCE

- Self-initiate research and ideation pertaining 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.
- Excellent relationship building and communication skills (presentation, written, verbal)
- Change Management (lead, communicate, engage, resolve conflict, support)
- Alliance church and denominational experience.

LOCATION AND TRAVEL REQUIREMENTS

- The work location is remote or at our Mississauga office location Tuesday through Thursday with an option to work from home Monday and Friday.
- National and International travel will be required as needed.

COMPENSATION AND BENEFITS

People and culture are paramount to us while serving the mission. We offer a comprehensive compensation package including excellent benefits, an exceptional pension plan, generous vacation package.

CONTACT INFORMATION

If interested, we would love to hear from you and discuss how you may be a great fit in joining us in completing God's call to tell everyone about the Good News of Jesus Christ! We invite candidates to submit their resume to peopleandculture@thealliancecanada.ca

Please also include a cover letter sharing how your skills and experience align with this role and the Alliance Canada's mission.

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.# 213 or by e-mail at peopleandculture@thealliancecanada.ca so that arrangements can be made for the appropriate accommodations to be in place if you are invited to interview.