

Country Director

Mission Aviation Fellowship (MAF), a Christian nonprofit organization founded in 1945, is seeking people who share our passion for seeing the Great Commission carried out near and far. MAF operates globally, but its headquarters are located in Nampa, Idaho. As a part of this organization, this position is a vital part in bringing the Gospel, healthcare, education, disaster relief, food and clean water to isolated people in developing countries.

A Brief Overview

This role leads MAF country activity by providing spiritual leadership, promoting ministry vision, and managing human and physical resources. It provides country specific aviation executive leadership through delegation and empowering of operational responsibility to aviation post holders. It promotes and ensures a positive safety culture. All is done to achieve purpose and objectives set by the ELT and RD, as an essential part of MAF's work so that the Gospel is proclaimed, and God's Kingdom is extended.

Essential Duties

- Spiritual Leadership (15%)
 - Pursues personal spiritual development and growth.
 - Promotes and facilitates team and individual spiritual growth to include all staff, national and international.
 - Ensures that an effective level of spiritual leadership is maintained for staff.
- Leadership & Vision (20%)
 - Collaboratively develops and communicates organizational and country/program vision, goals, and plans that are in alignment with MAF's vision and mission.
 - Works with team and partners to recognize impending developments that identify where God is moving, future trends, and new opportunities that will increase kingdom impact.
 - Develops program strategic and ministry plan with Regional Director (RD), other regional leadership, and program staff.
 - Allocates and manages country/program staff and resources to effectively accomplish MAF's vision and mission.
 - Coordinates with leadership, both in-country and at HQ, as appropriate
- Staff Care & Development (30%)
 - Ensures a spirit of cooperation, teamwork, and good working relationships among MAF staff assigned and between the field and headquarters.
 - Ensures alignment of staff strengths with responsibilities by working with both HQ and partner resources to provide adequate training, coaching, and accountability so they fulfill those responsibilities.
 - Monitors individual and team performance, taking corrective actions where necessary, within authority limits.
 - Promotes a clear understanding of MAF's Statement of Faith and key organizational policies, guidelines, and protocols found in the Staff Handbook and other official documents.
- Executive Responsibility (as Accountable Executive (AE)) (5%)
 - Accepts ultimate responsibility and authority of all aviation operations of MAF in country.

- Appoints DOO, DOM, DOS, DOQ, and CP in consultation with the associated international post holder (IDOO, IDOM, IDOS, IDOQ, and ICP)
- Exercises authority over country/program financial and human resources to safely conduct MAF's aviation operations and to meet the demands of host country regulators.
- **Safety, Quality & Security (10%)**
 - Ensures the prioritization, implementation, and effectiveness of Quality and Safety systems and the promotion of a positive safety culture as related to people and aviation.
 - Ensures effectiveness of Safety and Quality Committee
 - Ensures appropriate contingency plans are maintained for the country's programs.
- **Partners & Host Country Relations (10%)**
 - Ensures representation of MAF to the country authorities to aid compliance and positive relationships.
 - Ensures positive working relationships with users, missions, agencies, and churches.
 - Ensures proper legal standing is maintained in the host country.
 - Proactively seeks out potential new users.
- **Oversight of Budget Management & Planning (10%)**
 - Holds active responsibility for the financial well-being of the country by providing direction to meet goals with allocated resources, while encouraging efficient use of those resources and appropriate cost-control measures
 - Ensures records of expenses and income are accurately maintained to include preparation of required reports.

Qualifications

- Bachelor's degree preferred, or equivalent combination of education and experience.
- 2 Years supervision/oversight experience required.
- 2 Years residing and working overseas required.

Competencies

- Strategic Thinking
- Analytical Thinking
- Prioritization
- Forward Thinking
- Decisiveness
- Managing Change
- Building Collaborative Relationships
- Dealing with People
- Attention to Communication

Skills

- Advanced knowledge/understanding of Aviation safety and quality.
- Advanced ability in relations with governmental authorities
- Advanced skill in becoming an expert in new software, processes, and procedures.

Physical Requirements

- Frequent standing, walking, and sitting.
- Frequent lifting and carrying of up to 50 lbs.
- Occasional climbing, balancing, stooping, kneeling, crouching, and reaching.
- Occasional pushing and pulling of up to 50 lbs.
- Uses accurate close, distance, depth and peripheral vision, discerning details, fine motor skills, and repetitive hand/body motions.
- Occasionally required to work flexible hours.

Travel Requirements

- Moderate domestic travel for base visits in country of service.
- Infrequent international travel to regional conferences and to the US.

MAF offers a competitive benefits package which includes affordable and rich medical (basic or HDHP), dental and vision insurance; vacation and sick leave accrual begin at date of hire; ten paid holidays per year, plus two personal days; 403(b) plan with up to 5% employer match; paid parental leave; life insurance; both short and long-term disability. The total Rewards package increases the base salary by an average of ~\$35,000 per staff member.

MAF is committed to creating and maintaining a work environment free from any form of unlawful discrimination or harassment. As a faith-based religious organization pursuant to the Civil Rights Act of 1964, Section 702 (42 USC @2000e), MAF has the right to and does solely hire candidates who agree with our Statement of Faith and agree to abide by our Standards of Conduct.

MAF seeks to create a workplace that is intentional about Kingdom Inspired Diversity. Our commitment to our employees extends to their opportunities for personal and professional growth and development. We will provide reasonable accommodation for qualified individuals with known disabilities, unless doing so would result in undue hardship to the organization.