PURPOSE: Lead the CCO’s mission-critical initiative to inspire, call, and send people into the mission field. This key leader is responsible for significantly expanding our candidate pool for all positions by leading a team to set and execute the mobilization strategy that meets the demand for excellent staff. Mobilization for the mission spans from talent identification through the onboarding process for new staff. This leader must be fully committed to the CCO’s core purpose: transforming college students to transform the world, and embody the CCO’s core values:

1. All things belong to God.  
2. Jesus changes people’s lives.  
3. We love college students.  
4. We embrace God’s multiethnic Kingdom.  
5. Faithfulness is pursued together.  
6. We celebrate life.

ACCOUNTABILITY: Executive Vice President for Campus Ministry

COLLABORATORS: Fellowship Program, Regional Leaders, Staff Services, Training, Marketing, Cross-Cultural Ministry

CORE RESPONSIBILITIES
- **Cultivate Culture** | Instill enthusiasm for the mission by inviting staff, students, and all stakeholders further up and further into the Kingdom of God as they follow Jesus with their entire lives.
- **Oversee Mobilization Team** | Inspire and develop mobilization staff and direct workflow in order to find, recruit, and mobilize excellent candidates into the mission field; produce a robust candidate pool.
- **Resource Regions** | Equip area leaders and regional leads with resources, thought leadership, and staff support as needed to recruit and mobilize excellent candidates for open positions.
- **Steward Key Relationships** | Identify key stakeholders, institutions, seminaries, and influencers and ensure the cultivation of vibrant relationships.
- **Mobilization Redesign** | Evaluate current strategy and implement changes in strategy, processes, and personnel.
- **Pray** | Model and lead others in prayer frequently and fervently for the mission.
- **Support Raising Ministry** | Exceed 100% of support raising ministry goals.
- **Additional Responsibilities** | Active participation in the CCO leadership team; other duties as assigned.

LIFESTYLE COMMITMENTS
- **Spiritual Health** | Nurture growth through regular participation in a local church, prayer, Scripture study, and other spiritual disciplines.
- **Professional Growth** | Plan and pursue professional development opportunities.
- **Personal Conduct** | Reflect the CCO’s code of conduct.

CRITICAL REQUIREMENTS
- **Education** | Bachelor’s degree required / Master’s degree or equivalent experience preferred
- **Experience** | Minimum 10 years successive ministry, recruiting, and leadership experience that included leading an initiative toward quantitative and qualitative growth
- **Skill Sets** | Demonstrates initiative; engages and inspires a wide range of audiences; leads and collaborates with teams; understands young audiences and CCO ethos; strategic and conceptual ability to engage complex systems and processes; manages competing priorities and tasks in a timely manner

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● **Work Value** | Demonstrates a passion for the Gospel, the Church, and college students; goal- and metric-oriented; self-directive; enjoys listening to and collaborating with others; positive attitude; resilient in the face of challenges