

Chief Operating Officer (COO)

Hours/week: 5 days per week (full-time), however we're open to considering 4 days

This Position is: Freelance/contractor working from home

Travel: This position will require international travel

For more information please contact: Lucy McDonald: lucy@generositypath.org

To apply: Please send your CV, a cover letter and a statement of faith to Lucy.

We love that our Generosity Path team come from all over the world and speak numerous languages. Please be aware that within our organisation the common language is English so applicants need to have excellent oral & written English skills.

Please note: There is a Genuine Occupational Requirement for the job holder to be a practising Christian, we're looking for someone with:

- A vibrant and active Christian faith: this is essential for the credibility and performance of this role
- A secure understanding of the Christian faith and ability to engage people in faith issues specifically regarding generosity

GENEROSITY PATH

Generosity Path shares the message of biblical generosity and encourages people to embrace a lifestyle of giving. To date, our retreats have brought together thousands of givers in more than 80 countries across the globe. Our vision is that God's people will experience the words of Jesus – that it is more blessed to give than to receive – and become known around the world for their joyful and sacrificial giving.

Since we are fully and privately funded, we are able to create safe and inspiring environments for people to talk about money and possessions without any concern that there will be an appeal for funds.

We believe God will use Generosity Path to catalyze life-change as we facilitate more experiences that transform givers' lives. To do so we need to be actively building fruitful relationships with strategic people around the world, leading them to engage with our work at increasingly deep levels as God moves their hearts.

POSITION SUMMARY

Generosity Path has a mission to see a generosity movement in every country by 2032. We need someone to be the right-hand person to our Executive Director. We're looking for a COO who has excellent leadership skills as they will help lead our high-performing team to be productive and effective.

The COO will sit on the GP Leadership Team and work closely with the other Directors. The role spans the whole organisation meaning it helps steer, and makes, decisions cross-departmentally. They will also oversee, and line-manager, the Operations team ensuring direction and accountability within that department.

Reports To: The Executive Director

Objectives

- Work with the Executive Director, and the wider Leadership Team, to set and implement organisational vision & strategy
- Translate the aforementioned vision & strategy into actionable steps for growth; implementing organisation-wide goal setting, annual operations planning, performance management etc
- Drive the seamless distribution of our product, globally, through digital infrastructure and automation
- Oversee the company operations, and work with the People & Culture Director, around employee recruitment, retention and productivity; continuing to build a highly inclusive culture that ensures team members, and volunteers, are thriving and that organisational goals are met
- Consider funding options for increasing the annual Generosity Path budget
- Ensure compliance with national & local business (financial) and data (e.g. GDPR) regulations, and action these things where necessary

Responsibilities

- Oversee Operations and analyse their internal & external functionality to identify areas for process enhancement
- Bring technical & IT leadership in order to support product development (Generosity Path's ability to utilise technology - both front & back-end - will be key to streamlining what we do and opening up new opportunities)
- Implement business strategies and plans that align with the short, and long-term, objectives developed in tandem with the Executive Director
- Partner with Executive Director in fundraising dialogue so that sufficient capital can be budgeted for growth targets
- Work with Finance Director to manage donor investments and expenses to ensure that Generosity Path achieves targets for growth and scale
- Monitor performance with tracking software (e.g. our CRM: HubSpot) and take corrective measures when necessary, and prepare detailed updates and forecasts
- Drive forward our Metrics overhaul (ensuring that our measurement & monitoring processes align our metrics with our mission & vision) in tandem with Growth and Product & Marketing departments
- Build and maintain excellent relationships with team, key customers, donors, partners, and stakeholders

Experience

Essential

- A strong commitment to the Christian faith and the Generosity Path mission & values
- Strong networks globally that will expand our reach towards having a presence in every country by 2032
- Five or more years of experience in executive leadership roles
- Excellent leadership skills, with steadfast resolve and personal integrity
- Understanding of advanced business planning and regulatory issues
- An innovative thinker especially in terms of processes; working creatively to ensure processes don't inhibit progress
- Solid grasp of data analysis and performance metrics
- Ability to diagnose problems quickly and foresee potential issues
- Strong communication and relationship-building skills, with the ability to persuade and influence others
- Proven ability to work effectively in a cross-cultural environment
- Fluency in English
- Willingness to travel globally

Preferred

- Bilingual - English and another language
- International business experience

Person Specification

- Strong and active Christian faith
- Generous:
 - passionate about the Generosity Path mission
- Self-starter:
 - able to work from own initiative in disciplined manner
- Critical thinker:
 - able to use both qualitative and quantitative data in decision-making and problem solving
- Emotionally intelligent:
 - aware of who they are and how to adapt when part of a team
- Hungry:
 - to grow in their faith, career and personal development
- Global perspective:
 - excited by cultural and contextual difference