Regional Director

**Department:** Programs

**Reports to:** Director of Missional Impact

**Location:** Butte, MT

**FLSA Status:** Exempt

**Position(s) Supervised:** Family Education Specialist, Family Engagement Coordinator

WHO WE ARE

**The Crisis:** The truth is there are not enough equipped families to care for Montana’s most vulnerable children who enter the foster care system due to abuse and neglect.

**The Solution:** Whether a child’s need is a few days, a few months, or forever our vision is a family for every child. We raise up bold and passionate Christians to do the hard work of caring for these children in our communities. Our mission is to find and equip foster and adoptive families for children who have suffered abuse and neglect.

**Organizational Values:**

- **We are fearless.** Our faces are as lions.
  “They were brave warriors, ready for battle and able to handle the shield and spear. Their faces were the faces of lions.” 1 Chronicles 12:8
- **We see the unseen.** What can be compels us.
  “So we fix our eyes, not on what is seen, but on what is unseen.” 2 Corinthians 4:18
- **We are ambassadors.** We bear the image of another.
  “But you are a chosen people, a royal priesthood, a holy nation, God’s special possession, that you may declare the praises of him who called you out of darkness and into his wonderful light.” 1 Peter 2:9
- **We go out in joy.** Our path is marked by light.
  “For you shall go out in joy and be led forth in peace; the mountains and the hills before you shall break forth into singing, and all the trees of the field shall clap their hands.” Isaiah 55:12

THE ROLE

A Regional Director is a vital part of the Child Bridge mission, recruiting new foster families across Montana. Their primary focus is to engage hearts to the mission by asking people to step forward in their scriptural obedience to foster, and to empower families with the training and resources needed to care for a child who has suffered abuse and neglect.
TO BE SUCCESSFUL

Your knowledge, skills, and abilities:
- Knowledge of and ability to communicate the biblical call to fostering.
- Discipling of others through a life-changing process.
- Presentation style that engages a variety of groups including congregations, foster families, and teammates.
- Knowledge of child welfare and/or the foster care system.
- Discernment in verbal and non-verbal communications.
- Sound judgement, and decision making.
- Self-starter that is highly efficient in time and project management, providing deliverables in a quality manner.
- Warm and professional communication skills (verbal, written, interpersonal), that connects with a variety of audiences (small gatherings, large groups, individual meetings, etc.).
- Ability to maintain confidentiality under a wide range of circumstances.
- Active learner willing to collaborate with others and learn new ideas.
- Comprehend basic, general budget principles.
- Proficient in Microsoft office suite.
- Capable of working with a variety of technology including CRMs, databases, video conferencing, cloud-based applications, etc.

Your education, certification, experience and/or other requirements:
- Bachelor’s degree from an accredited university in business or communications and 5+ years of experience in ministry leadership, non-profit or business work. Comparable degree and experience will be considered.
- Prior experience managing a lead from interest to action.
- 1-2 years of public speaking experience.
- Demonstrated experience in effectively supervising others, empowering them to their highest potential while staying mission true.
- Must have a valid driver’s license, active and up to date liability coverage, and a dependable vehicle.

THE DAY TO DAY

Your essential duties and responsibilities:
Identify and Recruit Foster Families
- Deeply understand the Child Bridge faith-based mission and communicate it clearly to the target audience, Christians.
- Build and execute a strategy to recruit new foster families.
- Cultivate relationships with pastors as the Church is the primary platform to engage people to the mission.
- Deliver clear and effective recruiting presentations.
• Coach, guide, and disciple families through the process of scriptural obedience in fostering.
• Present training curriculum to families in the form of classroom style presentations.
• Contribute to foster parent training and resource development.
• Regularly participate in professional development requirements.

Development
• Engage churches and individuals in supporting Child Bridge in a financial capacity.

Supervisory
• Supervise and develop the regional Family Engagement Coordinator (FEC)/Family Education Specialist (FES) team member(s) who primarily execute the foster family equipping services.
• Inspire a working environment that passionately lives out the mission, vision, and values of Child Bridge.

To perform this job successfully, an individual must demonstrate capacity or potential to perform each essential duty with excellence. The above statements reflect the general details necessary to describe the major functions of this position and are not intended to be a detailed description of all the work/functions that may be required. Other duties may be assigned.

Where you'll work:
Work Environment
• The normal work environment is an office environment with occasional meetings offsite in conference areas, coffee shops, and/or other public spaces. Other working environments may include parks, event centers, other family-oriented meeting spaces, and family homes. Due to the nature of these spaces, weather and temperature may vary. Churches are a regular working environment space for recruiting efforts.
• Noise level in the work environment is moderate.
• The work schedule varies based on the needs of the organization and will have weekend and evening work.
• Regular travel within region of responsibility.
• Travel to the Central Office (Bigfork, MT), other regional office sites, and team gathering locations on an as needed basis.

Physical Demands
• 1/3 of the time be able to: climb or balance; stoop, kneel, crouch or crawl; lift up to 50 pounds; push or pull up to 25 pounds.
• 3/4 of the time be able to: stand; sit; walk; use close vision (20 inches or less) for computer work; reach with hands and arms.
• 3/4 of the time be able to: use hands; talk and hear.

The above is representative of the faith, values, knowledge, skills, abilities, education, experience, physical demands and other requirements an employee needs while performing the essential functions of this job. The work environment characteristics described are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.