



Candidate Pack

Tearfund Australia
Chief Executive Officer

July 2024

PRIVATE & CONFIDENTIAL



Tearfund Australia

Tearfund is a Christian relief and development organisation responding to global poverty and injustice. Its commitment to creating positive and lasting change is reflected in its work to alleviate poverty, empower marginalised communities, and promote justice on a global scale.

Tearfund was founded over fifty years ago and is part of the global Tearfund Family. Tearfund Australia collaborates with local partners in over 20 countries across Africa, Asia and the Pacific and in Australia with our First Peoples Program.

In partnership with Christian agencies, Tearfund enables people to overcome poverty by equipping them to lead their own development initiatives. Tearfund also inspires, connects and equips Australian Christians to give, learn, live, act and pray for a more just and compassionate world, and works with coalitions to amplify advocacy and address systemic issues.

Matthew Maury has led Tearfund Australia, as CEO for over 15 years. Matthew has recently given the Tearfund Board of Directors notice of his intention to resign from the CEO role at the end of January 2025; allowing the Board time to consider a robust search process to identify Tearfund Australia's next CEO

To work at Tearfund is to live out your vocation; a space where your faith, passion for justice and skills intersect. Tearfund offers a unique opportunity to live out personal Christian faith whilst contributing professional skills and expertise to make a real difference. The Tearfund team embodies a movement which works toward a just and compassionate world in which all people have the opportunity to achieve their God-given potential..



Our Strategic Drivers



Our Strategic Enablers

- Sustainable Business Models
- Innovation
- Partnership
- Catalytic Mobilisation
- Integrated Theology
- Organisational Agility
- Harnessing Digital Tools

Tearfund Australia - DNA

Mission and Vision

- Our mission and vision is for a just and compassionate world in which all people have the opportunity to achieve their God-given potential. We will:
 - Inform, challenge and empower Australian Christians to make biblically-shaped responses to poverty and injustice.
 - Support community-based Christian groups, churches and mission organisations around the world as they work holistically with poor communities in development, relief and advocacy.
 - Adhere to biblical teaching, and evaluate our work and attitudes in its light.
 - Maintain a low-cost administration regime in order to maximise the funds allocated to project partners.

Values

- As a faith-based Christian organisation we seek to adhere to biblical teaching, evaluating our work and attitudes in its light. Consequently, we have made a commitment to value the poor, the whole person, justice, prayer, relationships, participation, excellence, learning from others, collaboration and accountability

Strategic Priorities

- Our Strategic Priorities - As part of our strategic plan, we will focus on:
 - **Hard Places:** As followers of Jesus, a commitment to Hard Places is a core distinctive of Tearfund. We will continue to shift our focus, resources, voice & capabilities to work with partners in the hard places where people are facing the most extreme aspects of poverty and injustice. Our partners are salt and light in the shadows and at the margins.
 - **Broaden Engagement:** We want to grow the number of supporters and our income. Broadening & deepening our engagement with Australian Christians and the church is central to this growth, to our mission and to true transformation. We want to see growth in our influence and impact on policy change as we engage parts of the church (including new churches & denominations). We want to grow through linking supporters and partners together in new ways.
 - **Tearfund Family Partnership:** We will invest in, build and leverage our partnership with the other Tearfund agencies globally as a core strength to ensure we continue to grow our collective mission impact. Our greater collaboration will enable us to be more effective and efficient with and for our program partners, in our campaign work, and with our supporter engagement.
 - **Movements of Change:** We can achieve greater impact when we invest in partnerships that result in movements of change. Partnering is a core strength of Tearfund and we will continue to accelerate and leverage our partnerships to strengthen organisations and coalitions that create genuine movements of change that address the systemic issues that entrench extreme poverty, inequality and injustice. We will work to clarify and define our distinctive approach to partnering and partnership, and build this knowledge and capability among our staff.
 - **Climate Justice and its Impact on Poverty:** Tearfund will play a role in equipping, empowering and convening Christians around climate justice as part of a movement locally and globally. We know the significant impact climate change is having and will have on those facing extreme poverty, with the potential to threaten much of the progress made in reducing the number of people living in extreme poverty over the last century by exacerbating existing hard places as well as creating new hard places.



Position Description – Chief Executive Officer

Reports to:

- Board of Directors

Direct Reports:

- Australian Programs Director
- International Program Director
- People & Culture Director
- Digital Services Director
- Chief Financial Officer
- Executive Assistant

Location

- Melbourne, VIC

Travel

- Domestic and International (including partner visits)

Purpose and Objectives

The CEO is responsible for facilitating the development and implementation of the Strategic Plan as approved by the Board, including:

- The achievement of partner, supporter, income and operational targets;
- Managing and developing the Executive Leadership Team and fostering of a One Tearfund culture;
- Representing Tearfund in the public and government sphere in Australia;
- Leading Tearfund's engagement in advocacy, faith and aid & development networks in Australia and internationally, and;
- Growing collaboration with the Tearfund Family globally.

The CEO reports to and is a member of the Board of Tearfund Australia.



Position Description – Chief Executive Officer

Key Responsibilities:

Spiritual Leadership

- Prayerful, theologically reflective leadership that is grounded in an understanding of Biblical justice and God's heart for the poor and marginalized
- Integration of discipleship and Tearfund's five responses into the life of Tearfund as an organisation – through prayer, advocacy, giving, lifestyle and learning

Strategic & Executive Leadership

- Lead the development, implementation, and monitoring of the Strategic Plan and KPIs, as approved by the Board
- Lead the preparation of annual budgets and workplans and the tracking and reporting of progress against goals
- Encourage agile ways of working, trying new ways to meet KPIs and goals while remaining true to Tearfund's mission, vision and values and living within our means

Engagement and Funding Leadership

- Lead the maintenance and growth of the annual revenue of the organisation in line with approved budget targets
- Invest in supporter relationships, including major donors
- Foster strong, positive, strategic and enduring relationships and engagement with the Christian church and Australian Christians, in a time where church attendance patterns are changing and people's engagement with their faith is shifting
- Maintain relationship with DFAT and compliance to ensure funding agreement is maintained

People Leadership

- Lead, inspire and develop Tearfund's Executive Leadership Team (direct reports/the senior leadership team) to enable them to effectively lead Tearfund and their respective teams towards the achievement of the Strategic Plan
 - Lead and facilitate rhythms of staff communication and engagement that foster a One Tearfund culture and ongoing engagement with the mission, vision and values of Tearfund
 - Nurture a strong organisational spiritual life
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Position Description – Chief Executive Officer

Key Responsibilities (continued):

External Relationships Leadership

- Act as the public voice for and lead Tearfund's engagement in the public sphere, including engagement with national and international bodies and coalitions such as:
 - Tearfund Family
 - ACFID
 - Government relationships, including DFAT
 - Church and para-church networks
 - Micah Australia and Micah Global
 - Integral Alliance
 - Emergency Action Alliance
- When strategically relevant and in consultation with the Board Chair, sit on leaderships/Boards of peak bodies, coalitions etc
- Support partner relationship development, including visiting some partner organisations each year (noting this may include travel to countries listed as Category 4/Do Not Travel by DFAT)
- Liaise with government departments when required

Governance, Accountability and Transparency Leadership

- Report regularly to the Board on the organisation's overall health - including threats and opportunities - that may limit or improve its ability to meet strategic and operational objectives
- Ensure all legal/statutory requirements of Tearfund as a registered charity and company are met, including but not limited to WHS and safeguarding requirements
- Ensure that risk management and mitigation processes are well maintained, including mitigation of risks by ensuring required policies and practices are in place, communicated and applied and that the Board is kept informed
- Ensure that Tearfund maintains full government accreditation and complies with all regulatory, accountability, alliance codes of conduct and contractual obligations
- Facilitate reporting to and functioning of the Board

Position Description – Chief Executive Officer

Person Specifications:

Experience

- Demonstrated competency to manage a budget and staff team of the size of Tearfund
- Experience in growing funding/fundraising and in providing leadership to fundraising and supporter/church engagement
- Experience working in the aid/development/humanitarian sector either in Australia or overseas, and sound knowledge of the not-for-profit sector and the issues facing it. Overseas experience is valuable, but not essential
- Proven ability to develop and collaborate with networks, being respected by your peers; existing networks in the church/para church and/or aid and development industry in Australia and internationally would be an advantage

Skills, Abilities and Values

- You have a servant hearted, leading by doing style
- You are a listener, a natural team leader and relationship builder
- You will bring energy and ideas, including new ways of achieving Tearfund's mission and vision, and can bring people (staff and supporters) on the journey and connect them with the work of Tearfund's partners
- You have demonstrated ability to inspire and motivate staff and volunteers and are a confident and skilled public presenter
- You can lead the organisation from a missional perspective, not just as a business
- You are someone who actively lives out your faith and you align with Tearfund's theology of integral mission and Biblical justice
- You come with humility, recognising that Tearfund is a movement of Australian Christians who are passionate about partnering with those who are walking alongside people who experience poverty, injustice and marginalisation, seeing them achieve their God given potential

Personal Attributes

- Active Christian faith and strong commitment to Tearfund's Christian mission, values, ethos and belief in integral mission
- A deep commitment to justice for the disempowered, marginalised and vulnerable
- A strong commitment to cross-departmental, collaborative working, teamwork and service delivery
- A strong commitment to innovation as well as organisational effectiveness, quality, excellence and impact
- A strong commitment to fostering gender justice
- A strong enabling style and proven ability to manage and mentor staff
- Ability to undertake international travel up to 8 weeks per year including DFAT "Do Not Travel" areas
- The ability to gain the right to work and live in Australia.

Current Board



Joanna Lee
Chair



Hannah Kallady
Non-Executive Director



Anna Morse
Non-Executive Director



Peter Lochore
Deputy Chair



Esanju Maseka
Non-Executive Director



Caitlin Douglas
Associate Board
Member



Douglas Crocket
Non-Executive Director



Sarah Mateljan
Non-Executive Director



Mikhayla Pratt
Associate Board
Member



Graham Hall
Non-Executive Director



Eshan Sandanayake
Non-Executive Director

What can Tearfund offer?

The CEO is based in Australia in Melbourne, Victoria at Tearfund's National Office. The role will lead a team of ~50 staff and can be expected to travel both domestically and internationally on a regular basis.

Other benefits working with Tearfund:

- The opportunity to use your skills to bring hope to fragile communities around the world
- Highly capable and committed colleagues who share your heart and mission
- Flexibility to work in a hybrid 'home and office' pattern
- Salary packaging, 12% superannuation, professional development opportunities and on-site parking
- The opportunity to develop in your faith journey, including inspiring weekly team devotions, staff gatherings and conference opportunities for spiritual growth.



Further information

Website

<https://www.tearfund.org.au/>

Annual Report and Financial Statement

<https://www.tearfund.org.au/resources/annual-report-and-financial-statement>

Reconciliation Action Plan

<https://www.tearfund.org.au/resources/tear-reconciliation-action-plan>

For more information



For all enquiries please contact

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