

World Vision®



2014 OPPORTUNITY PROFILE
CHIEF OPERATING OFFICER

World Vision U.S. | Federal Way, WA

WORLD VISION OVERVIEW

Serving alongside the poor since 1950

World Vision is a Christian humanitarian organization dedicated to working with children, families, and their communities worldwide to reach their full potential by tackling the causes of poverty and injustice. Motivated by faith in Jesus Christ, World Vision staff serve alongside the poor and oppressed as a demonstration of God's unconditional love for all people. World Vision serves all people, regardless of religion, race, ethnicity, or gender.

Of World Vision's 46,000 staff working alongside the poor in nearly 100 countries, about 95% live in their home regions. The organization works with communities to develop long-term solutions to alleviate poverty, provide emergency assistance to children affected by natural disasters and civil conflict, and advocate for justice on behalf of the poor.

World Vision International is a global partnership of interdependent national offices committed to a common humanitarian mission and vision. The federated model gives national offices the primary responsibility to make decisions regarding programs and resources. With a role of supporting strategies and designs through the strategic acquisition of resources, World Vision U.S. is one of the largest supporting partners in the work of World Vision International.



THE MISSION OF WORLD VISION

World Vision is an international partnership of Christians whose mission is to follow our Lord and Savior Jesus Christ in working with the poor and oppressed to promote human transformation, seek justice, and bear witness to the good news of the kingdom of God.

World Vision's vision statement

Our vision for every child, life in all its fullness.

Our prayer for every heart, the will to make it so.



HISTORY

World Vision was founded by American evangelist Bob Pierce in 1950 to respond to human needs in the wake of the Korean War. In 1953, World Vision's child sponsorship program was created to care for Korean orphans. By the late 1950s the program had grown to serve 13,200 children in five countries. In the 1960s, sponsorship continued to expand, and in 1962, a relief division was formed in response to a massive earthquake in Iran.

In the 1970s, World Vision grew to serve 193,000 sponsored children, offer more relief assistance, and establish a new model of service focused on community development, incorporating vocational and agricultural training for families. In 1978, World Vision transported hundreds of stranded Vietnamese refugees from the South China Sea to safety and freedom through an audacious effort known as Operation Seasweep. The 1980s saw growth to 834,000 sponsored children and over 5,000 relief and development projects. In 1984, World Vision brought the catastrophic Ethiopian famine to the world's awareness, triggering unprecedented public response to a humanitarian crisis. Efforts in the 1990s included aiding abandoned orphans in Romania, people suffering in Africa from the disease that would be known as AIDS, and survivors of armed conflict in Rwanda and Kosovo.

In 2004 and 2005, World Vision mounted its largest relief and recovery effort to date in the wake of the South Asia tsunami, with 3,700 local staff members offering life-saving aid. When Hurricane Katrina hit the southern U.S. in 2005, World Vision mobilized pre-positioned relief supplies for an immediate and efficient response. And in 2010, World Vision responded to both the devastating Haiti earthquake and the Japan earthquake/tsunami.

Recent years have seen a focus on improving the sponsorship and community development model, creating measurable goals and outcomes for child well-being programming, and refining and improving World Vision's advocacy work. In 2013, U.S. sponsors provided care for 1.2 million children in 50 countries, of the total 4.3 million children in World Vision sponsorship programs worldwide.



WORLD VISION U.S. 2013 HIGHLIGHTS

- Helped transform the lives of nearly 4.3 million children registered in **child sponsorship** programs worldwide, including 1.2 million children supported by 761,559 U.S. sponsors
- Used \$60 million in **food grants** and 89,600 metric tons of food supplies to help nourish children and families in need
- Helped 845,230 children and adults in 10 African countries gain access to **clean water** through our combined water, sanitation, and hygiene efforts, including the drilling of 1,263 new wells
- Responded to 89 **humanitarian emergencies** around the world, including drought in Africa, the Oklahoma tornado, flooding in Colorado, and the deadly typhoon in the Philippines
- Assisted nearly 11 million **disaster survivors**, refugees, and internally displaced people worldwide
- Used nearly \$90 million in **private donations** and U.S. **government grants** for disaster relief and rebuilding efforts
- Maintained \$2.7 million worth of **relief goods** available for immediate shipping
- Disbursed more than \$757 million in **microloans** to 930,305 hardworking people in 36 countries, impacting more than 1.2 million jobs and 2.8 million children
- Continued fighting malaria in countries around the world, including five countries in Africa where U.S. donors have equipped us to distribute more than 4.2 million life-saving **bed nets** and protect more than 7.5 million people since 2010
- Assisted 2.1 million children and adults in the **United States** with access to basic necessities
- Partnered with more than 12,000 **U.S. churches** to serve the poor in the name of Christ



EMPLOYMENT AT WORLD VISION

World Vision U.S. is both an equal-opportunity employer and a faith-based religious organization. The status of World Vision U.S. as an equal-opportunity employer does not prevent the organization from hiring staff based on their religious beliefs so that all staff share the same religious commitment which is central to our mission. Pursuant to the Civil Rights Act of 1964, Section 702 (42 U.S.C. 2000e 1(a)), World Vision U.S. has the right to, and does, hire only candidates who agree with World Vision's [Statement of Faith](#) or the [Apostles' Creed](#).

To learn more about World Vision, we invite you to [World Vision's website](#) and [World Vision's YouTube channel](#). To hear directly from World Vision President Rich Stearns about the importance of this new position and more about this opportunity, watch our [introductory video](#) about the COO search.



THE POSITION

Chief Operating Officer is a new role in the World Vision U.S. leadership structure, created in response to significant organizational growth. In recent years, the president's role has become increasingly externally focused while the organization's size, complexity, and competitive context have increased. This has resulted in the need for a full-time operational role to support efforts to fund and further the ministry of World Vision U.S. The COO will bring energy and expertise to:

- Translate strategy and vision into action plans
- Focus on operational excellence
- Drive for growth and fundraising performance
- Execute a new and larger donor campaign



THE PERSON

Deep, mature Christian faith

Has a passion for the gospel and for serving the poor and churches, along with a deep and intellectual faith that motivates and shapes all dimensions of his/her life. Articulates his/her faith, leads through a spiritual framework, and integrates biblical principles in work relationships. Must feel a calling to this position.

Proven COO/CEO experience

The ideal candidate has already been the successful CEO or COO of a large, complex organization.

Solid marketing background

Because World Vision U.S. depends heavily on consumer-directed marketing and sales programs, this person will ideally have a strong background in overseeing a marketing-driven consumer products or services organization.

Track record of growing revenue

Has proven career experiences of building and growing businesses.

Strong operational and process capabilities

Able to drive for operational excellence, select and implement key IT systems that support growth, understand the linkages between functions, comprehend end-to-end processes, and run a tight and efficient ship.

Strongly collaborative management style

Builds teams, motivates and inspires, does not micro-manage, and uses “soft power” effectively; World Vision U.S. would not thrive under authoritarian leadership.

Excellent communication skills

Has a well-honed ability to communicate the organization’s mission and ethos, motivate and inspire staff, and cast a compelling vision for our work.

Significant work horizon

With the organizational complexity of World Vision, continuity of leadership is important. The successful candidate will be willing and able to commit to a tenure that allows strategy to reach fruition.



THE COO ROLE

- Turns strategy and vision into action plans and handles all operational details
- Builds and develops a strong management team at all levels
- Manages and coaches the senior leadership team
- Drives fundraising performance
- Sets operational targets and holds the organization accountable for achieving them
- Regularly seeks the president's input on marketing plans and new ventures
- Becomes the primary internal leader for organizational events including chapel, employee gatherings, and Day of Prayer

Education

- MBA, MPA, MS in management or related degree
- Specialized training in marketing and change management



THE OPPORTUNITY

Over the past 15 years, World Vision U.S. has grown from \$350 million to more than \$1 billion in revenue and become one of the largest nongovernmental humanitarian organizations in the world. In today's changing landscape, World Vision needs an internal leader with the technological and marketing savvy to help navigate new and more complex waters. This person will strategically and innovatively address the needs of World Vision's various constituent groups, including more than 761,000 unique donors and 12,000 partner churches in the U.S., hundreds of corporations, foundations, and government entities, and nearly 100 countries in the World Vision International partnership. Doing so effectively will require an unwavering commitment to team leadership, fostering collaboration between departments, and creative thinking.



INQUIRY PROCESS

If you sense that your God-given gifts and experience are a good match for this role, we invite you to begin the inquiry process. All candidate information and conversations are handled confidentially. For more information or to ask questions, contact Tommy Thomas of *JobfitMatters* at **615.261.4623**.

Please provide the following documents for review:

- A current résumé
- Responses to the following:
 1. Describe your Christian faith. Share how you came to have faith in Christ, along with anything you would define as significant faith experiences, spiritual formation, and spiritual training or discipleship.
 2. What is it about the ministry of World Vision that attracts you to this position?
 3. Tell us about a significant experience in your own leadership development, ministry involvement, or business experience that would translate to success in the role of World Vision COO.
 4. Looking back over your career, and using this document as your guide, describe how your career/ministry experiences to date have prepared you for this position.
- The names and contact information (telephone numbers and email addresses) of four people who know you and your career well enough to comment on your suitability for this role. (References will only be contacted after we have requested and received your permission to do so.)

Send the above in Microsoft Word format to Tommy Thomas at resumes@simainternational.com, using “World Vision COO” as the subject line.



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