

Appointment of
**EXECUTIVE
DIRECTOR**



Letter from the Chair of the A Rocha International Board

Greetings,

Thank you for your interest in serving as Executive Director for A Rocha International.

With the natural world in crisis, we bring hope. Seeking to respond to the biblical call to care for creation, our Christian perspective provides not just our mandate for our work but our approach to it – hope rather than despair, obedient action while avoiding burn-out.

We have an extraordinary heritage. We now have four decades of experience of what works, and our locally led approach is woven into our DNA; in-step with best practice from the development sector, each of the 22 A Rocha Organisations that make up our worldwide family were started locally and continue to be led and governed locally.

Against the backdrop of crisis in nature, we see many signs of hope breaking through. In society, we see the Church, the media and governments waking up to the crisis. Across the A Rocha Worldwide Family that we exist to support, we have agreed a new covenant and commitment to creation care that is enabling a clear way for taking decisions and fostering a unity of purpose.

This emerging sense of societal urgency and internal agency make for fertile ground for our vision for growth (outlined below), and an exciting time to be mobilising people to care for God's Earth.

If you are a servant-hearted, strategically minded leader with outstanding relationship building qualities and a love of nature, I invite you to read on and prayerfully consider whether this might be for you.

SooHwan Park

Chair

A Rocha International Board of Trustees





"For every beast of the forest is mine, the cattle on a thousand hills. I know all the birds of the hills and all that moves in the field is mine" Ps 50: 10-11

Introduction

A Rocha is an international family of Christian organisations which together strive to live out God's calling to care for creation and equip others to do likewise.

Founded in 1983 by Peter and Miranda Harris with the establishment of a field study centre in Portugal, A Rocha has since grown to be a global network of 22 organisations with a combined annual income of circa £8.1m and a distinctive mandate inviting people to join in with God's great plan to redeem creation.

In 2021, we supported the conservation of 104 threatened species on the IUCN Red List, helped manage over 264,000 hectares of natural habitat and engaged with over 357,000 people through our environmental education activities and theological teachings.

Our Work

Humanity is destroying life on earth as we know it. While humans account for 0.01% of the planet's biomass (weight of living creatures), our activity has reduced the biomass of wild marine and terrestrial mammals to just one sixth of pre-industrial levels and the biomass of plant matter by half*. Extinction rates are running at 1,000 to 10,000 times higher than the natural rate.

Into what seems like a desperate situation, we bring hope; hope because God is good and it is clear from Scripture that he cares deeply about creation and is powerfully at work; hope because the natural world has an incredible ability to regenerate and recover; and hope because when the church aligns itself with God's heart we see his Kingdom come.

And, the church is responding, recognising the same need to care for nature as efforts to tackle poverty, provide healthcare and education.

We remain the only Christian INGO working on practical biodiversity conservation. We work in multiple local contexts worldwide, involving local churches and organisations and where we have field centres living in intentional community. Our environmental education and theological work focuses on awakening the church to the imperative of caring for God's creation as God does. Our practical conservation activities preserve vital pockets of nature and give us credibility speaking to and influencing conservationists, scientists and policymakers who may not share our Christian convictions.

Global Structure

The A Rocha Worldwide Family (ARWF) now consists of 22 organisations. This comprises of 20 national or local organisations, Climate Stewards (a thematic organisation) and A Rocha International (ARI). All A Rocha Organisations (AROs) were started locally and operate as independent legal entities with their own boards. A Rocha International (ARI) with circa 16 staff (all working from home) and a £1.4m budget is an equal member of the ARWF with the unique purpose and role to serve as the coordinating body for the ARWF and to:

- Support each A Rocha Organisation (AROs) through the provision of governance, management and technical advice (in finance, fundraising, science, communications and theology), including financial services for collection and transfer of donations made through the global website and fundraising support.
- Represent the ARWF internationally at fora concerned with conservation, science, theology and environmental policy.
- Coordinate the process of developing and reviewing the ARWF's strategic direction and fostering new initiatives including (but not limited to) projects in conservation practice, climate change mitigation and adaptation, scientific research, theology, the arts and business.
- Provide leadership for the ARWF in promoting and encouraging consistency, coherence and efficiencies in operational policies and procedures across the global family, taking into account local laws and cultural norms.

The AROs vary widely in their scale, contextual focus, and maturity. Some like France, Portugal, India, Czech and Canada have field centres and groups of staff and volunteers living in intentional community; others like Australia, the Netherlands, Peru, the Philippines, and Lebanon are smaller, with small staff teams sometimes working part time achieving their impact through volunteers and partnerships. A few, such as Ghana, Canada, Kenya, France and the UK, have much more capacity than the rest.

While there is diversity in the AROs, there is a unity of approach and values. In all the countries where we work, A Rocha is identified by five core commitments (see appendix 1) and to their practical outworking.

In addition to the AROs, we have a growing number of Friends of A Rocha groups (currently 13) around the world, some of which are on a journey to become new AROs, thus expanding our global coverage.



Context

The ARWF has pioneered vital conservation in many new parts of the world. In October 2019, we experienced tragedy when one of our Founders, Miranda Harris, our Executive Director, Chris Naylor and his wife, Susanna, died in a road accident in South Africa.

We have emerged from this season of grief with a renewed sense of commitment to our mission and spirit of unity across the ARWF. Since then we have developed in a number of important ways:

New covenant: The ARWF came together to develop and sign a new A Rocha Worldwide Covenant in 2020. This unites A Rocha International and all 22 A Rocha Organisations in a new governance framework, providing a collaborative but clear way of taking decisions and increasing collaboration and mutual accountability. Reflecting the locally-led approach to our work, we have restructured and diversified the ARI board to include regional representation. This has accelerated and improved the quality of decision-making and strengthened our ability to work together including in developing a refreshed vision and mission (see appendix 1) and commitment to creation care. See [here](#) for more details.

Refreshed vision, mission and commitment to creation care:

Through 2022, we worked to renew our vision, mission and commitment to creation care ensuring that all parts of the ARWF are aligned. We were delighted to reach unanimous agreement on these, and formally include these into our Covenant in a signing ceremony in January 2023.

New global programmes: At the same time we have developed three international programmes which bring together A Rocha teams around the world for collaboration and the sharing of expertise and knowledge. These cover marine conservation, African tropical forests and theology and churches. More details can be found at arocha.org

Strengthened fundraising and communications: We have strengthened our fundraising and communications capacity by adding a Director of Communications and a Director of Development to our team.





Priorities for the incoming Executive Director

With this framework, united vision and strengthened capacity the ARI Board of Trustees recognise that the pressing task for the organisation is to:

- Grow the strength and number of the AROs by building their capacity and supporting our growing number of Friends of A Rocha to become official AROs.
- Grow funding for the ARWF especially by growing income from philanthropists and foundations specifically in North America.
- Grow our ability to monitor and evaluate our work so that we can develop our own learning but also contribute to and further conservation science.
- Grow the profile of creation care in Churches as a fundamental component of the Gospel so that they not only support our work but deliver work themselves.

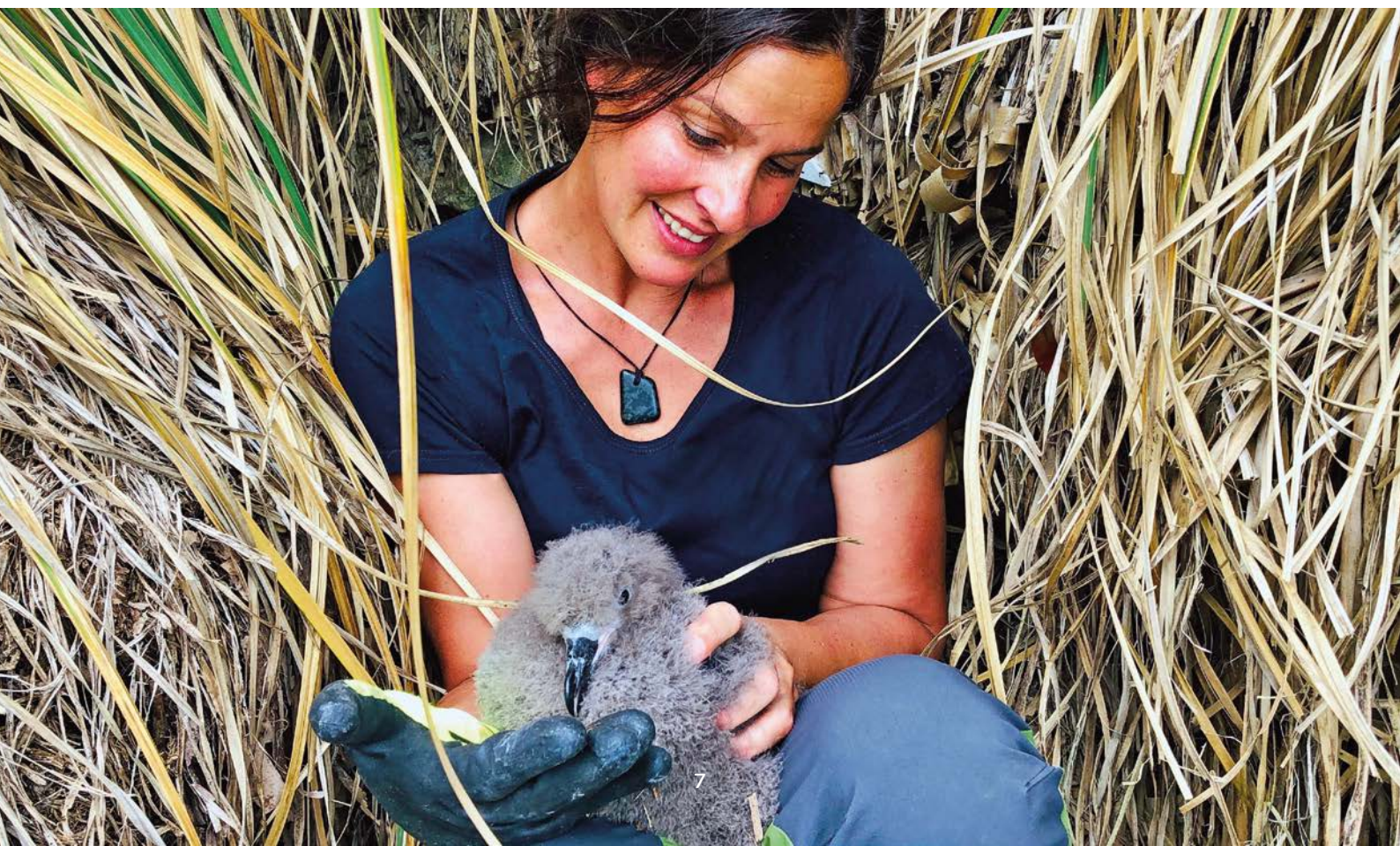
The ED will be a key leader to help shape this new season of hope into reality within the ARI team and the ARWF.

Role Overview

A Rocha International is now seeking an Executive Director to provide leadership, coordinate strategic priorities, embed an empowering, bottom-up approach to leadership across the network and build relationships with key partners, decision-makers and funders.

Role Responsibilities

- **Organisational Leadership:** Embed the change in leadership and culture of ARI and the ARWF outlined in the Worldwide Covenant – building the capacity, confidence to lead and a mindset of servant-heartedness across the ARWF.
- **Operations and Team Development:** Oversee ARI's day-to-day operations including managing a Chief Operating Officer, and the following Directors: Communications; Science and Conservation; Churches and Theology; and Development. Assist in identifying potential future leaders from within, and outside the ARWF. Help team members to grow in their work and develop their giftings through professional growth.
- **Strategic Leadership:** help the ARWF prayerfully to define and agree its high-level strategic objectives and foster a growth culture that will see new AROs seeded in new countries, and greater ambition to deliver impactful conservation programmes. The new ED will, along with the Management Team, develop a compelling strategic plan of next 3 to 5 year range for the ARI and execute the process, and steer the organization to deliver the outcomes.
- **Governance:** Ensure that the Board of Trustees receives the information and support it needs in order to discharge its responsibilities.
- **Fundraising and Resource Mobilisation:** Play a leading role in the development and implementation of the fundraising strategy for ARI and for the ARWF; fronting-up certain key relationships with major donors and foundations, as well as catalysing opportunities for mobilising financial and other resources.
- **Ambassadorial Engagement and Advocacy:** Function as one of the spokespeople on behalf of the ARWF, together with Peter Harris, the President Emeritus, to promote creation care, conservation and the good name of the organization to the church, the conservation community and beyond.
- **Spiritual Leadership:** Foster a Christ-centred culture that includes a regular rhythm of prayer and devotion, yet open to all shades of Christian experience.





Person Specification

EXPERIENCE

- Experience of leading in multinational and/or multicultural settings, ideally in a federated organization or a context of leadership-through-influence.
- Senior leadership experience in a comparable organisation and a successful track record of developing change, innovation or growth strategies and seeing them through planning and execution.

SKILLS AND ATTRIBUTES

- Servant attitude to leadership with ability to listen empathetically, empower, delegate and develop leaders.
- Relationship-building and communication skills and inclinations to advocate compellingly and raise funds for all programme areas of A Rocha.
- Ability to see the big picture and discern opportunities, uncertainties and risks, while paying attention to the details and people around her or him.
- Ability to prioritise, focus and balance between demands on work and self-care and attentiveness.
- Ability to travel internationally, at times to hardship countries.
- Aptitude and humility to learn from other cultures and in complex, diverse and cross-cultural organisational contexts.
- Proficient English; other languages are an advantage.

VALUES

The ED will be a follower of Christ demonstrating her or his faith in all relationships of life. She or he will be wholeheartedly committed to the A Rocha Worldwide Covenant, including the Commitment to Creation Care, by signing it. The ED must be a person of deep commitment, energetic engagement and creativity with the following characteristics:

1. Christian maturity and wisdom to discern God's activity in the world.
2. Prayerfulness and resilience to respond worshipfully to God's leading.
3. A passion for the natural world, and for its conservation and recovery, seeing this as an integral part of her/his Christian walk.

Terms and Conditions

Location: Flexible. There is no formal ARI office base so all ARI staff work from home. If not based in the UK, attendance of meetings in the UK for one week per quarter in the UK is expected.

Term: Full time. Permanent, upon successful completion of 6 months induction period. **Employability:** the successful candidate must be eligible for relevant visas.

Reporting to: The Board of Trustees of ARI, in particular the Chair of the Board who will oversee performance reviews, goal setting and delivery. At appropriate times, opportunities for learning and development may be presented as part of the position.

Compensation Package: A comprehensive package will be finalised at the time of appointment. The key elements include:

- **Salary:** Circa £85,000 pa
- **Pension:** 7.5% employer's; 2.5% employee's contribution
- **Office accommodation:** £[247]pm (or equivalent if non-UK-based) paid as salary
- **Vacation/Paid-Time-Off:** [5] weeks pa
- **Period of Notice:** 3 months on either side

How to apply

Macaulay Search has been engaged as adviser on this appointment.

Applications should be sent by email to sam.stephens@macaulaysearch.com. The closing date for applications is 22 March 2023. Your application should comprise:

- a full CV including a full employment history showing responsibilities held and relevant achievements;
- a covering letter of not more than two pages summarising your motivation and how your personal and professional experiences have prepared you for the role;
- daytime, evening and/or mobile telephone numbers (to be used with discretion).

A selection of candidates will be invited to zoom interviews on 11th or 12th May with a second round of interviews planned to take place in London on 8th June.



Appendix 1

A Rocha has five distinctive commitments:

- 1. Christian:** We follow Jesus Christ, who created the world and calls us to care for it.
- 2. Conservation:** We protect and restore nature and are committed to local places and people over the long term.
- 3. Community:** We invest in good relationships through our commitment to God, one another and the wider creation.
- 4. Cultural Diversity:** We celebrate the insights, perspectives and solutions offered by our diverse cultures.
- 5. Collaboration:** We seek to work with anyone who shares our vision.

Mission statement: To live out God's calling to care for creation and equip others to do likewise.

Vision statement: A world where nature flourishes as people live equitably and sustainably.

