

Job Title: Global Security Director

Classification: Class IV—Exempt, Salary, Shared Services

Supervisor: VP of Personnel (Avant) & VP of Global Operations and Strategy (CW)

Date: 02/22/23

Purpose: As a member of the mission, we are called to proclaim the Gospel of Jesus Christ – his birth, death and resurrection. This purpose imbues all we do, including the responsibility of the Global Security Officer in training workers to safely and securely work and remain on the field in the face of a dedicated adversary and...To protect Avant/Crossworld as organizations by proactively identifying potential physical, legal or other threats, and participating in a team approach to abatement and mitigation of those threats.

Primary Duties and Responsibilities

- Develop, write, and oversee implementation of security and crisis policies for Avant/Crossworld
- Lead the Global Security Team and oversee the training of its members
- Coordinate preparatory training in risk assessment and management, contingency planning, and crisis management for all international staff
- Teach Security Preparedness at training events
- Provide training to field staff on how to develop an appropriate contingency plan. Work with the Global Leadership Team to execute and gather Contingency Plans and implement a strategy for the plans to be reviewed annually
- Partner and network with security agencies of relevance including cyber-security
- Maintain contacts and contracts with agencies that can provide help in time of crisis (Concilium, Crisis Consulting International, etc.)
- Oversee the outsourcing of cyber-security protections and protocols including continuing education for field staff
- Stay up to date on news from high-risk areas using any news source available
- Stay up to date on data protection issues
- Serve as spokesperson for Avant/Crossworld's critical incidents and standards members, employees, the board, the media, and other venues as needed
- Regularly meet with senior leadership to share updates and matters of concern
- Assist in development/management of the Avant/CW campus emergency plan
- Establish/manage emergency telephone system and or other forms of emergency communications
- Establish/manage system for travel/location monitoring
- Provide support/consultation to Child Safety and Protection efforts

Job Requirements

- Participate in daily prayer time for our missionaries; attend monthly chapel
- Sign Avant Ministries Doctrinal Statement, testifying you adhere to this doctrinal position
- Must be willing to teach from Scripture at conferences/churches/venues as needed
- Periodic domestic and international travel required

Job Qualifications

- Cross cultural experience as a missionary (strongly preferred)
- A Passion for the cause and a sense of calling to the ministry
- Must be able to address issues related to men, women, singles, and family
- Bachelor's Degree or equivalent as minimum with desired emphasis in law enforcement, international relations, security management, or similar
- Prefer prior experience in security management or a related field
- Have a strong understanding of how to apply biblical truth related to risk management policies
- Decisive, especially in times of crisis
- Able to integrate and consider security management issues as they pertain to cross-cultural, multi-ethnic context
- Possess strong interpersonal skills to interact with missionaries/colleagues of all demographics

- Have the ability to tactfully handle and deliver sensitive information and decisions
- Ability to organize, prioritize, and meet deadlines

Skills and Expectations

- Desire to work as part of a team and willing to perform tasks outside this job description to accomplish shared goals
- Good project management skills to see the big picture, ability to lay out the steps toward desired outcomes and lead others in the accomplishment of the goal
- Self-motivated, teachable, and organized
- Good listener that is skilled in written and verbal communication
- Skilled in equipping others with necessary security protocols
- Capable of understanding data security issues
- Good administrative and organizational skills
- Competence in Microsoft Office and technology in general
- Ability to perform tasks with a pleasant and cooperative attitude
- Be respectful and supportive to those in a position of leadership
- Show sensitivity toward needs and concerns of coworkers and field personnel
- Exhibit conduct that glorifies God and exemplifies honesty and integrity
- Good stewardship in the use of supplies, equipment, material, and finances
- Adhere to the laws of government and comply with the policies and practices of Avant and Crossworld

Physical Demands and Work Environment

- While performing the responsibilities of the job, the employee is required to talk, hear, use their hands and fingers to operate office technology, is often required to sit, stand, walk, reach with arms and hands, is occasionally required to climb, balance, stoop, kneel, crouch, and crawl. Vision abilities required by this job include close vision, distance vision and peripheral vision. The noise level in the work environment is usually quiet to moderate.
- Expected to be able to travel by car and air, sometimes for extended periods of several weeks and in foreign countries.
- Able to thrive and perform duties of job in rugged environments where medical care may not be readily accessible and limited social support may be available.