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fcsministries.org

FCS | Focused Community Strategies is a Christian community development organization that partners with under-resourced neighborhoods to provide innovative and holistic development that produces flourishing communities where God's Shalom is present.

Lead Trainer & Consultant Job Description

Description:

The Lupton Center is the Training and Consulting division of FCS | Focused Community Strategies. The work of The Lupton Center is to support FCS by exporting FCS's practices and principles on Holistic Neighborhood Development to communities around the globe. FCS focuses on place-based, equity-driven, long-term development. Our training and consulting division partners with other place-based leaders and organizations to equip them to empower their communities to thrive.

As a member of the FCS team, a Lead Trainer & Consultant will support the FCS Director of Training and Consulting by leading our existing training and consulting resources as well as developing new ones. A major focus of this job will be scaling our Flourishing Neighborhood Index (FNI), our assessment process that equips neighborhood leaders and organizations for long-term change. This position will work collaboratively with other Consultants, Advisors, Managers, and Interns on the FCS Training and Consulting team in the development and execution of our content, resources, processes, and tools.

Reports To: Director of Training and Consulting

EXPERIENCE & QUALIFICATIONS:

A Lupton Center Lead Trainer must have...

- A demonstrated commitment to the pursuit of racial equity in one's personal and professional life
- A minimum of 5 years of experience in leadership in an organization that does community-based work
- At least 10 years of experience in professional leadership positions of any type
- Competence and confidence to engage a variety of religious traditions in ways that call them toward deeper engagement in their community
- Fluency in Christian theological traditions as to articulate how the Christian faith connects with community development
- Experience and competence in teaching and training
- Experience in coaching other leaders to improve their ability to lead their organization into healthier community engagement
- Experience in building coalitions from diverse sectors to engage in collaborative work in their communities
- Experience in creating engaging content for training and consultative experiences
- A degree(s) in or certification(s) in one or more of the necessary areas of expertise (nonprofit leadership, business administration or development, community development, education, poverty alleviation, urban planning, or executive coaching)
- Experience and competence in designing and implementing content for teaching/training
- Familiarity with FCS, community development, affordable housing, and poverty alleviation

QUALITIES & CHARACTERISTICS

Because the Leader Trainer will...

- Work with leaders and organizations who are often working in communities of color, an LC Lead Trainer & Consultant must have deep awareness of their own racial identity, personal experience working with groups on racial equity, and has also undergone training to understand **racial justice and equity**
- Frequently guide groups of various sizes in Lupton Center training events, an LC Trainer & Consultant must be a **strong verbal communicator** with large and small groups able to present material and facilitate group interaction
- Work with the LC team and our clients to analyze quantitative and qualitative data from our FNI assessment, an LC Trainer & Consultant must have exceptional **analytical and evaluative skills**
- Oversee a large number of clients and projects at any given time, an LC Trainer & Consultant must be **very organized and highly self-motivated**
- Collaborate with an FCS staff that is diverse in personal and professional background, an LC Lead Trainer & Consultant must be committed to **co-building a team culture** of equity and inclusion
- Be a member of a dynamic and growing team, an LC Lead Trainer & Consultant will need to be a **strong and creative collaborator** open to giving and receiving new ideas, critiques, and celebrations
- Frequently present proposals, content, and reports to clients, an LC Lead Trainer & Consultant must have **strong written communications skills** that presents information in concise, clear, and compelling ways
- Not only engage existing clients but will be working to create new clients through business development, an LC Lead Trainer & Consultant must be skilled at **connecting** with people in a personal way
- Seek to impact diverse clients with a wide range of challenges, an LC Lead Trainer & Consultant must be a **committed learner** and critical thinker
- Be working in an established organization on a growing, evolving team with a start-up mentality, be **quick to learn, flexible, and agile**

ROLES & RESPONSIBILITIES

- Client Account Management
 - An LC Lead Trainer & Consultant will be responsible to work with our Community Development Advisors (CDAs) ensuring each client account is professionally managed so that clients are well cared for, our processes are efficient, and budget goals are met
- Resources and Curriculum Development
 - An LC Lead Trainer & Consultant will be responsible for designing, testing, improving, and executing a growing suite of curricula and tools for our clients
 - An LC Lead Trainer & Consultant will work with the Director and other members of the LC team to devise and implement a strategy for client engagement that leads to long-term impact
- Training
 - An LC Lead Trainer & Consultant will travel to facilitate existing and upcoming LC training resources, especially as they relate to the FNI
 - An LC Lead Trainer & Consultant will set up and lead coaching and consulting engagements within their client account portfolio
- Business Development
 - An LC Lead Trainer & Consultant will implement the LC Business Development model to ensure we have a strong and steady client base
 - An LC Lead Trainer & Consultant will work to scale existing and upcoming tools along with a team of Associates, Advisors, and Consultants in pursuit of greater impact and sustainability
- Team Alignment and Growth
 - An LC Lead Trainer & Consultant will commit to aligning with and strengthening all existing and upcoming team members at FCS | Focused Community Strategies, not just the TRaining and Consulting team

TECHNOLOGY

There are a variety of technology platforms that will be used regularly in this role. An LC Trainer & Consultant will either need to know how to use them or be willing to become familiar quickly.

- ArcGIS
- Google Suite
- Regrid
- Qualtrics

The Lead Trainer & Consultant role will be based out of Atlanta. We are currently working in our offices three days a week and remotely the remainder of the week. Some travel required.

Compensation:

Full-time – 40 hours/week - \$65,000 - \$75,000 annually depending on qualifications and experience

Employee health insurance - 100% employer paid

Employee dental insurance - 100% employer paid

Employee \$25K life insurance - 100% employer paid

Employee long-term disability - 100% employer paid

Vision, additional life - 100% employee paid

160 hours paid time off annually

Start Date: As soon as available

Interested applicants should submit a Cover Letter and Resumé to Alexei@fcsministries.org