



# GENERAL COMMISSION ON RELIGION AND RACE

of The United Methodist Church

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## **Position Opening: Director of Cross-Cultural Leadership**

The General Commission on Religion and Race (GCORR) of the United Methodist Church is responsible for ensuring racial equity, diversity and inter-cultural competency at every level of the church. GCORR provides an opportunity to work with talented people in support of a mission. We are a dynamic, evolving organization that values a strong work ethic, strategic thinking, teamwork, and mutual respect.

### **Position Overview:**

Reporting directly to the General Secretary, the agency's top official, the Director of Cross-Cultural Leadership will develop and implement a comprehensive training program that will effectively increase knowledge within the church of inter-cultural differences and competencies. This person will be responsible for leading the efforts of the agency in partnership with annual conferences, local churches, and denominational entities to function in multicultural environments and develop action plans for implementing knowledge, awareness and skills at the individual and denominational level.

Further, this person will work in partnership with GCORR staff, board members, volunteers and members of the United Methodist Church throughout the country to carry out the mission of GCORR through focused training efforts, curriculum and material development and dissemination, and webinars.

### **Responsibilities:**

- Coordinates the planning and implementation of inter-cultural competency training and resources for United Methodist clergy, laity, bishops, and other church leadership.
- Develops and designs innovative educational materials based on current research in the field of inter-cultural competency. Resources and curriculum should be comprehensive to include differences in learning styles.
- Conducts an ongoing needs analysis to identify opportunities for new and needed training and resources within the denomination.
- Surveys target audiences, analyzes survey results, identify educational needs and gaps, prepares a training plan with partners.
- Reviews literature in the field of inter-cultural communication regularly to identify best practices and desired outcomes.

- Recommends educational activity design appropriate to the delivery of educational content (live, enduring, webinar, monograph, etc).
- Works to develop a train the trainer program and manages quality and product of training design.
- Tracks on an ongoing basis evaluations of training and resources and training partners.

### **Minimum Qualifications:**

- Extensive education and work in the area of multiculturalism and inter-cultural competency
- Deep knowledge of adult learning and education program design and development
- Excellent communication skills required
- Ability to work in a team environment
- Bachelor's required/Master's degree preferred in a related field

### **Compensation:**

Annual salary of \$75,000, pension benefits, 22 days of paid vacation sick leave, comprehensive medical, dental and accidental death insurance; other benefits as outlined in the Employee Personnel Manual. This is a full-time exempt position with 30% travel. The position is located in Washington, DC – paid relocation assistance is negotiable.

### **Hiring Policy:**

The General Commission on Religion and Race is an equal opportunity employer and considers applicants for all positions without regard to race, color, age, gender, national origin, disability, sexual orientation or any other legally protected status. Denominational membership is not required.

### **Procedure and Deadline:**

Send a cover letter, a resume, a sample training design and your thoughts about the commissions' values and vision ([www.gcorr.org](http://www.gcorr.org)). The position will be open until filled.

The interview team will review incoming resumes on the 15<sup>th</sup> of each month to seek out candidates to interview. Incomplete applicant information will not be considered.

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