

Director of Strategy
Job Description

Sample Job Description

The role of the Director of Strategy (DoS) is to oversee the development, implementation, and execution of the strategy of the Churches of God, General Conference (CGGC) under the direction and leadership of the Executive Director. This will require a firm grasp of the beliefs, values and strategy of the Churches of God, General Conference and the ability to align staff and key leadership teams with its mission, vision and values.

The Key Outputs of the Director of Strategy role are:

1. That the General Conference office and the CGGC denomination is functioning strategically.
2. That the General Conference has a clear strategic plan and is executing it.
3. That there is clear ownership and active participation in the strategic plan from key stakeholders (leaders, churches and departments) and the wider CGGC.

To accomplish these Key Outputs, the Director of Strategy will be responsible for the following:

1. *Acting as a resource across the CGGC to increase broad cohesion for strategic plans.*
 1. Champion the need and benefit of developing strategy at the church and region levels.
 2. Consulting with regions and churches in the development of their own strategic plans.
 3. Creating opportunities for strategic leaders to come together for training and/or support.
2. *Communicating and implementing the strategic plan and how it carries out the denomination's goals.*
 1. Be the central point person for the CGGC strategic plan, its framework, and its content.
 2. Close the gap internally between where the strategic plan is going and where the General Conference office is currently.
 3. Work with other General Conference staff persons to ensure proper and complete communication of the strategic plan takes place.
 4. Lead the on boarding of new staff persons and Ad Council members to the strategic plan.
3. *Leading the execution of the strategic plan.*
 1. Drive the renewal process of the strategic plan. (90 days, 1 year, vision renewal)
 2. Bring appropriate levels of accountability to initiative teams and staff people to accomplish action steps set out by the strategic plan.
 3. Lead check-ins and problem solving in all strategic elements.
4. *Driving decision-making that creates medium- and long-term improvement.*
 1. Be an internal resource for working through issues and problems.
 2. Press all conversations towards action, decisions, and accountability.
 3. Lead staff meetings by bringing the most important items to the agenda and facilitating the staff meeting process for optimum efficiency and effectiveness.
5. *Overseeing Ministry Directors for strategic alignment and goal setting.*
 1. Work with Ministry Directors to help them create appropriate departmental goals that align with the strategic plan.
 2. Review the progress of goals with Ministry Directors quarterly.
 3. Bring coaching and problem-solving skills to areas of concern in each department.

6. *Engaging multiple levels of relationships and roles within the General Conference office and across the Churches of God, General Conference.*
 1. Work with and alongside of the Executive Director with a foundation of trust, character, chemistry, high accountability and low control.
 2. Help to build a sense of team within the General Conference office where everyone's input is received and there is ownership across all roles.
 3. Represent the General Conference well to both small church and large church leadership.