

Position: Director of Honduran Operations



The Micah Project has grown steadily in the last three years. The Board of Directors and Executive Director are looking for a mission-focused, strategic, and process-minded leader with experience in leading a multi-faceted organization and developing a performance culture among a group of diverse individuals. The Director of Honduran Operations must be a leader who is able to help the staff deliver measurable results that make our vision a reality. Importantly, the successful Director of Honduran Operations will have the skills, sensitivity, and personal confidence to empower the team. While it is essential that he or she bring efficient and effective systems to increase the productivity of the organization, it is also critical that the team retain the creative and compassionate heart that drives the Micah Project.

Responsibilities:

Reporting to the Executive Director of the Micah Project, the Director of Honduran Operations will provide leadership for internal operations and will have the following responsibilities:

- 1** **Work in partnership with the Executive Director to create the strategic five-year plan and implement new processes and approaches to achieve it.**
- 2** **Oversee programs and daily operations:**
 - » Coordinate the annual operations plan and budget with the leadership team.
 - » Oversee and approve money allocated to coordinators and other daily expenses.
 - » Lead the performance management process that measures and evaluates staff performance and productivity, as well as provide remedial solutions when necessary.
 - » Lead regular staff meetings to reinforce vision, unity, and communication.
 - » Provide for all staff a strong day-to-day leadership presence.
 - » With the Human Resources Coordinator, oversee the calendar of activities on a monthly and weekly basis including staffing each position and ensuring staffing when employees are out for sickness, maternity or vacation.
 - » Lead and manage the coordinators, who oversee the following programs: the Micah House, the Timothy House, the Isaiah House, Education, Social Work, Street Ministry, Human Resources and Administration.
 - » Supervise human resources functions including: training, development, employee relations, and recruiting.
 - » Oversee the appropriate use and upkeep of all assets.

Key Qualifications

As a prerequisite, the successful Director of Honduran Operations candidate must believe in the core values of the Micah Project and be driven by the mission. Beyond that, we are seeking a candidate that has proven experience in leading a multi-site organization and a demonstrated ability to both lead and build the capabilities of a driven and diverse team. The successful candidate will most likely have had management experience with a non-profit organization.

Additional requirements:

- » **Must be completely proficient in Spanish and English.**
- » **Must live in Tegucigalpa, Honduras or be willing to relocate.**
- » **Results-proven track record** of exceeding goals and evidence of the ability to consistently make good decisions through a combination of analysis, wisdom, experience, and judgment; the ability to balance the delivery of programs against the realities of a budget.
- » **Strategic vision and agility** -- ability to think strategically, anticipate future consequences and trends, and incorporate them into the organizational plan.
- » **Action-oriented** -- enjoys working hard and looks for challenges; able to act and react as necessary, even if limited information is available; not afraid to take charge of a situation; can overcome resistance to leadership and take unpopular stands when necessary while always striving to build teamwork and unity.
- » **General management** -- thorough understanding of finance, systems, and HR; broad experience with the full range of business functions and systems, including strategic development and planning, budgeting, and human resources.
- » **Solid educational background** -- undergraduate degree required in an applicable field.

Compensation will be determined by the applicant's educational background and experience; some support-raising may be necessary. Three-year minimum commitment is required.

If interested, please submit your resume to Michael Miller,
Executive Director, at micahprojectrecruitment@gmail.com

Ministry History



The Micah Project was founded by Michael Miller in January 2000 in Tegucigalpa, Honduras, with the following mission:

To equip children of poverty in Honduras with the spiritual, emotional, academic and physical abilities they need to become servant-leaders in their family, society, profession and faith.

When the Micah Project was founded in 2000, we were aware of serious deficiencies in the services offered to homeless street children and in the low success rates of any organizations working with them. Moreover, the founders identified many young men who were languishing in programs that offered food and a place to sleep, but did not seek to nourish them spiritually, emotionally and academically. The founders sought to create a place where all these needs could be met, and where the boys involved in the program could develop into Christian leaders, based on the servant-leadership modeled by our Lord Jesus Christ.

The Micah Project is named after the Old Testament prophet Micah, who, approaching an idolatrous and corrupt nation and its leaders, fearlessly proclaimed, "But as for me, I am filled with power, with the Spirit of the Lord, and with justice and might, to declare to Jacob his transgression, to Israel his sin." (Micah 3:8, NIV). The Micah Project believes that our boys can take on the corruption and godlessness of their society with the same Spirit-driven boldness in which Micah preached. It is our desire that they become leaders that "act justly, love mercy and walk humbly with their God." (Micah 6:8, NIV).

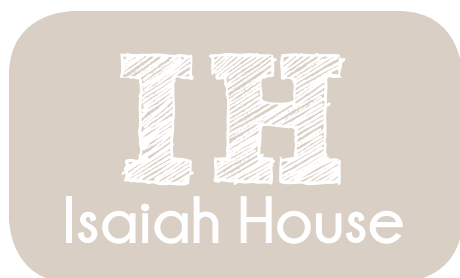
The Micah Project's vision becomes reality in our three group homes:

MH
Micah House



The Micah House, located six miles outside of Tegucigalpa on the road to Olancho, is where up to twenty boys between the ages of 12-18 can leave the streets or situations of family disintegration behind them to begin the process of healing and restoration. Our home contains five bedrooms for the boys and one for the nighttime caregiver, five offices for running the different aspects of our ministry, a computer/tv room, a formal living room, a game room, a kitchen, a dining room, a laundry room, a classroom and an upstairs terrace. Also on the property we have five cabins where our missionaries live, two soccer fields, a basketball court and a small vegetable garden. With ample spaces to study, meet and play, our home is also a place for worship and reflection. We begin each morning before classes with a Bible study and prayer time. Often, we meet with the boys in the evenings for a time of reflection, conflict-resolution and sharing.

While many projects end their services at age eighteen, we believe that we must continue to support our young men as they follow their dreams in the next several years of their lives. The Timothy House is the next step in that process. It is a place where our older participants can learn adult responsibility, while still having a support network as they finish high school and begin their higher education. The Timothy house is a place for young men who are exiting orphanages and homes like the Micah Project to live the first couple of years of their adult life to continue their studies and/or make a successful transition into independent adulthood. Currently there are eight young men living in the Timothy house.



In 2015, we inaugurated a new home called the Isaiah House. This new initiative of The Micah Project, spearheaded by our missionary Stephen Kusmer, is a repurposing of the previous Micah House in downtown Tegucigalpa to minister to the street population of young men who are too old for any other programs, typically 17 to 25 years old. On August 9th 2015, we launched a full residential program that includes drug rehabilitation, job-training and intense discipleship. The theme verse of the Isaiah House is Isaiah 43:19, which states, "Behold, I am doing a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert." Currently there are nine young men living in the Isaiah House.

In addition to the three houses, the Micah Project runs an accredited educational program, a technical school, a social services program for the boys' families and a street outreach ministry.

There are certain complexities about staffing the Micah Project. The three group homes all require on-duty caregivers twenty-four hours a day, three hundred sixty-five days a year, which requires a large staff. Honduran law gives a one-month paid vacation each year to full-time staff, plus liberal leave policies for maternity and illness, which requires us to have enough staff to be able to cover these gaps. Additionally, our educational program by law must hire teachers who are certified in the field they are teaching, which causes us to have a very low teacher-to-pupil ratio. Because of this our total staff totals 39 people, which includes full-time, part-time and volunteer positions.

The growing complexity of our organization requires a growing leadership structure as well. We have created this job description for a Director of Honduran Operations to meet our new needs in leadership.

For more information about the Micah Project, visit www.micahprojecthonduras.org