DIVINE RENOVATION

Bringing hope to priests, life to parishes, and people to Jesus.

Position:	**Chief Mission Officer (CMO)**
Team:	**Executive Team**
Reports to:	**CEO**
Classification	**Full-time, remote**

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age."
MATTHEW 28:19-20









OUR MISSION:

We equip parishes to become missional so that they bring people to Jesus.

OUR VALUES:

Clothed with Power
The Holy Spirit is the one in charge. We constantly seek his empowering and equipping and dare to follow his lead.

Serve with Humility
We live the truth of who we are in both our strengths and weaknesses and are willing to be vulnerable in order to grow, connect, and inspire.

From the Trenches
Our Ministry is rooted in the lived experience of what it takes to move parishes from maintenance to mission. We have a burning desire to share what we live and learn.

Share your Chariot
We see the best in others, speak the best into others, and draw the best out of others so as to unleash them to grow the kingdom of God.

Aim High
We want to learn from the best, be our best, and draw out the best in others.

About Divine Renovation

Bringing hope to priests, life to parishes, and people to Jesus | At Divine Renovation (DR), we provide coaching and tools to help parishes escape maintenance mode, reclaim their purpose and get back on track for mission. Through our coaching, events, and resources, we accompany priests and parish leaders globally — with incorporated offices in Canada (Global office), the US, the UK, Australia, Deutschland, and soon-to-be New Zealand. Our Global Office determines the global strategy and goals that are to be implemented in the regions.

About the Role

The Chief Mission Officer (CMO) is the senior executive accountable for the delivery, quality, growth and mission fidelity of DR's ministry worldwide, keeping one mission, one model and one identity across very different cultures and Church contexts. This role will help with Divine Renovation's mission of equipping parishes and bringing people to Jesus.

This role will evolve, and shaping that evolution is part of the job. Today the CMO line-manages National Directors, the Coaching Lead and the Director, Emerging Regions. As DR becomes a federation, National Boards will increasingly manage National Directors in mature regions, and the CMO will become their partner, coach and convener. Coaching Lead and Emerging Regions stay with the CMO.

We need a hands-on leader who can drive accountability now and, with the Chief of Staff (CoS), help design the governance of the federated future. The guiding principle: focus on principles, not methods.

The Opportunity

The CMO will lead the ministry as it is today while helping build what it is becoming. Success means national leaders experience Global less as oversight and more as the reason they are not alone.

Area	Today	End state
Relationship with National Directors	Direct line manager	Partner, coach and convener; National Boards hold line authority in mature regions
Mature regions	Day-to-day oversight and performance management	Global support through convening, leadership formation and alignment to the Ends
Emerging regions	Oversight through the Director, Emerging Regions	Continued, more hands-on oversight until regions are ready to stand as national ministries
Coaching	Line management of the Coaching Lead	Unchanged; close coordination of coaching with national ministry
Governance	Working with the CoS on immediate needs	Working with the CoS to clarify Global and national roles, policies and agreements

Key Outcomes for this Role

- A thriving National Director peer network. National Directors convene regularly and draw on each other's experience, not only on the Global Team. This builds on momentum already underway.
- Federation-wide mission integrity. Vision, mission, values, culture, theology of renewal, coaching standards and brand stay consistent across every region.
- Strong national leadership. National leaders receive sustained investment through formation, development and support.
- Shared learning across the federation. Proven innovations move quickly between countries, newer national entities are paired with established ones, and shared resources remove duplicated effort.
- Emerging regions brought to maturity. New regions are launched and supported until they become sustainable national ministries.
- Clear governance. With the Chief of Staff, the CMO sets well-defined roles and lines of authority across Global, the CMO and National Boards.

Key Responsibilities

1. Catholic Mission and Culture

- Embed DR's mission and values in leadership practice and model accountability and respectful challenge.
- The CMO ensures DR's vision, mission, charism and values guide ministry, leadership and organizational culture.
- Steward key ecclesial relationships and serve as a strategic partner to the CEO and Executive Leadership Team.

Primary outputs: Mission alignment, ecclesial relationships and executive advice.

2. Global Ministry Performance and Resources

- Set global ministry priorities in accordance with the approved strategic plan and align regions to them.
- Hold National Directors accountable for results today; as the federation matures, support National Boards in doing so.
- Monitor regional performance and risks, and advise the CEO on priorities, budgets and investment.
- Work with Finance, HR, Operations and Technology so ministry is well supported.

Primary outputs: Global priorities, performance insight and resource recommendations.

3. Mission Integrity and Coaching

- Safeguard what the federation shares: vision, mission, values, culture, theology of renewal, coaching integrity and brand.
- Set principles for regional adaptation while protecting the model's essentials and review the model annually.
- Lead the Coaching Lead and coordinate coaching with national ministries.

Primary outputs: Ministry standards, a mission-fidelity framework and an annual model review.

Key Responsibilities *(cont.)*

4. Convening and Leadership Formation

- Convene National Directors as a peer cohort, carry breakthroughs between countries and pair newer entities with established ones.
- Provide accompaniment, leadership training and succession planning for national leaders.
- Line-manage National Directors today; in the future, hold a defined voice in their hiring and review (for example, consultation or a seat on the search committee).
- The CMO provides leadership and oversight of the global mission, supporting and holding National Directors accountable for building strong, effective teams and developing future leaders.

Primary outputs: An active peer community, leadership formation and shared resources.

5. Emerging Regions and Expansion

- Lead the Director, Emerging Regions and set clear goals for the pipeline.
- Set expansion criteria and guide decisions to launch, scale or close initiatives.
- Transition emerging regions into sustainable national ministries when ready.

Primary outputs: Expansion priorities and emerging-region oversight.

6. Governance and the Federated Model

- With the Chief of Staff, clarify lines of authority between Global, the CMO and National Boards.
- Support the shift of National Director line management to National Boards as regions become ready.

Primary outputs: Clear swim lanes and a transition plan.

Qualities and Key Attributes

- I live as a missionary disciple aligned with DR's vision, mission and values and rely upon and seek the guidance of the Holy Spirit.
- I am committed to speaking up even when it may be risky to do so, ensuring that I perform well in any team environment, modelling healthy conflict.
- I champion DR's vision, mission and values, including the 3 keys of our mission: the Primacy of Evangelization; Power of the Holy Spirit; and the Best of Leadership — and I inspire others to do the same. I bring clarity, systems and processes which underpin and embed DR's vision, mission and values within its culture. I ensure that the performance of each person working for DR is evaluated by reference to its vision, mission and values. Day to day, I celebrate behaviour which models DR's vision, mission and values, challenge individuals when they are violated, and ensure senior staff do the same.
- I model and create a culture of personal accountability and transparency, supported by healthy conflict, and personal honesty tempered with kindness between the staff of DR.
- I bring operational discipline, decisiveness, and adaptive leadership required to redesign structures, strengthen systems, scale an organization, and build organizational resilience.
- I build, cultivate and maintain loyal stakeholder relationships to strengthen the long-term sustainability of DR.

Experience

- 7–10+ years of progressive leadership in Catholic ministry, nonprofit leadership or a related field.
- Significant experience leading leaders and dispersed, multi-location teams, including through influence and partnership.
- A track record of building high-performing teams, setting up accountability systems and addressing performance issues directly.
- Experience developing strategic plans, managing budgets and leading organizational change or growth.
- Excellent written and verbal communication, with strong judgment, integrity and discretion.
- Ability to work effectively across cultures.

Experience *(cont.)*

- Strong understanding of the Catholic Church, including ministries, dioceses, parishes, clergy and lay leadership.
- Ability to represent DR's mission credibly with bishops, priests, donors, partners and senior stakeholders.

Qualifications

- Minimum: a bachelor's degree; a master's degree preferred.
- Completed certification in leadership and management training.
- Leadership training and experience with a Catholic setting preferred.
- Legal Standing or Clearances: a satisfactory criminal record check

How to Apply

If you are interested in this role, please apply with your cover letter and resume/CV to **Delrina Watson** (Human Resources) at resume@divinerenovation.org.