



Position Posting: Director of Learning & Development
Location: Approved Remote Location
Type of Role: Full-time; Salaried/Exempt
Date: October 2026

About TEAM: The Evangelical Alliance Mission is a global mission agency that partners with the global church to send disciples that make disciples and establish missional churches to the glory of God. We envision the church transforming our world.

Founded in 1890, TEAM workers serve in a variety of ministry roles including evangelism, church planting, community development, healthcare, education, social justice, missional business, and many other areas of global ministry. TEAM is both an equal opportunity employer and a faith-based religious organization. For this reason, TEAM hires only candidates who wholeheartedly and without reservation agree with and live according to [TEAM's Statement of Faith](#). TEAM staff thoroughly embrace the [purpose, vision, beliefs, and values of TEAM](#).

About the Role:

The *Director of Learning and Development* will lead and support the People Development and Care, and L&D leaders to design and implement cohesive, strategic learning programs that drive member capability, leadership effectiveness, and organizational change. This role champions adult learning principles, coaching and mentoring, and cross-functional collaboration to ensure measurable impact against TEAM's strategic goals. The role will also strengthen the training and development aspects of the Human Resource Life Cycle, ensuring learning is intentionally integrated from onboarding through leadership transition and succession planning.

Key Responsibilities include but are not limited to:

- Set global L&D strategy and priorities in alignment with TEAM's business objectives and strategic direction.
- Integrate learning and development across the Human Resource Life Cycle, including onboarding, orientation, performance development, leadership development, succession planning, transitions, and retirement preparation.
- Partner with regional L&D leads to design, localize, and scale learning programs (leadership development, technical skills, onboarding, compliance, talent mobility).
- Develop training pathways and frameworks that support staff growth and effectiveness at every stage of ministry and organizational service.
- Provide guidance, governance, tools, frameworks, and budget oversight to regional teams to ensure consistent quality and outcomes.
- Sponsor coaching and mentoring programs; train leaders and internal coaches; embedded a coaching culture across the organization.
- Leverage data and analytics to measure program effectiveness, identify capability gaps, and drive continuous improvement.
- Define the skills and behaviors people need by building clear competency models outlining expectations for entry, mid-level, senior staff, and leaders.
- Act as a change agent: influence senior leaders, advocate for learning interventions tied to performance

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and culture, and support organizational transformations.

- Manage, mentor, and develop a high-performing global L&D team; foster collaboration and knowledge sharing across regions.
- Ensure compliance with local regulatory and cultural requirements in learning delivery.
- Collaborate closely with HR, Member Care, Spiritual Formation, and regional leadership teams to create holistic staff development approaches.

Qualifications of the Role:

- Spiritually mature with a growing relationship with Jesus Christ
- Be a growing disciple of Jesus Christ, actively involved in a local church
- Bachelor's degree in HR, Organizational Development, Education, Business, or related field; advanced degree preferred.
- 5+ years of progressive L&D experience, with at least 5 years in a global leadership role.
- Proven experience designing and scaling enterprise learning programs and leading regional L&D teams.
- Strong knowledge of adult learning principles and the integration of learning within the employee life cycle.
- Demonstrated success driving organizational change and leadership development initiatives.
- Strategic thinker with strong business acumen and ability to translate strategy into learning solutions.
- Excellent leadership, stakeholder management, and influencing skills at executive levels.
- Data-driven mindset with experience using learning analytics to demonstrate impact.
- Exceptional communication, coaching, mentoring, and facilitation skills.
- Cultural sensitivity and experience working across diverse geographies.
- Ability to build systems and frameworks that support long-term staff growth, resilience, and effectiveness.

Disclaimer: The information in this document indicates the general nature and level of work to be performed. It is not designed to contain or be interpreted as totally comprehensive of every job duty, responsibility, or qualification required by an employee assigned to this position. An employee may be required to perform other assignments not listed here.

Employment applications are available online at <https://the-evangelical-alliance-mission.apscareerportal.com/>