



## National Recruiting Pathway Coach

### Purpose:

To recruit and coach two to five new Navigator staff candidates through the discernment, application, and onboarding process until they are launched as new Navigator staff.

### Pathway Coaches embody the roles of:

- **Coach** - Help new staff candidates discern if God is calling them to join us
- **Guide** - Walk alongside through the application and onboarding process
- **Agent** - Connect staff candidates to Navigator opportunities and relationships

### Profile:

*In general, we would like Pathway Coaches to*

- Have been working with The Navigators for five or more years and love our Vision.
- Have a general awareness of multiple Missions within The Navigators.
- Be a shepherd and steward of people and a creative problem solver.
- Be willing to learn and create availability to serve new staff candidates.

### Interfaces with:

- National Recruiting Pathway Coach Coordinator (Jenna Fuller)
- The National Field Staff Recruiting Directors (John and Jess Payton)
- Mission / City / Network Field Leaders
- Field Staff Services - Personnel Team

### Responsibilities:

- Participate in Pathway Coach training (2 hrs.) and check ins (online).
- Communicate regularly with candidates you are coaching via Zoom/phone.
  - Generally aim for a weekly touch point for the first month or two as you get to know the candidate and help them discern and potentially apply and interview. Then, communication can be spaced out during onboarding and fundraising, to meet the candidate's needs and situation.
- Most Pathway Coaching relationships should be paced such that staff candidates reach and receive an application and hiring decision **within two months**. Occasionally some situations may require up to a 3rd month of investment.
- Utilize a candidate interaction record weekly to keep national recruiting informed as to progress and next steps for each candidate.
- Stand in the Gap Pathways Coaches will lead an "Explore Group" during the event and introduce themselves to candidates the week prior.

### Compensation:

- We recognize that the contribution of a Pathway Coach will require focused engagement, and desire to honor your efforts through a modest compensation of \$200 per candidate that you coach.