



**GORDON**  
COLLEGE

AN OPPORTUNITY INVITATION

**EXECUTIVE DIRECTOR  
OF AVODAH: CENTER  
FOR PERSONAL  
AND PROFESSIONAL  
DEVELOPMENT**





*Each year, scholarship recipients speak at Gordon's largest fundraising event, the Celebration of Faithful Leadership, which honors a community leader.*

## THE INSTITUTION

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Founded in 1889 as a missionary training institute in Boston, Gordon College has emerged as one of the country's top Christian liberal arts colleges, and the only nationally ranked Christian college in New England. Gordon is strategically located along what has been termed the "I-95 power corridor" as it is just a few hours away from the financial and political capitals of the Western world (New York and Washington, D.C.) and is located in the world's intellectual capital. Located just north of Boston, with its renowned universities and vibrant industries in finance, technology and health care, Gordon is well positioned to expose students to world-class learning and professional opportunities. Faculty members have ready access to vibrant intellectual and research communities, connections that energize their scholarship, teaching and mentoring.

At the same time, Gordon's magnificent campus on 480 wooded acres—just three miles from the Atlantic Ocean—retains a quintessential New England charm. The College's proximity to the beautiful, historic areas of Salem and the North Shore, the woods and beaches of Cape Ann, and the mountains of Vermont and New Hampshire also creates rich opportunities for recreation, and for personal and intellectual growth.

Gordon's Christian identity is broadly evangelical. More than 40 Christian denominations are represented by students, faculty and staff. At Gordon, a commitment to

biblical Christian faith is no impediment to the pursuit of truth; in fact, a deeply-rooted faith both inspires and orders this pursuit. Gordon students freely examine complex issues and hear diverse opinions within a coherent framework of faith, growing in the moral imagination and critical-thinking skills required for faithful leadership that serves the common good. Gordon faculty are both academic and spiritual mentors, equipping students to lead ethically and effectively in their chosen professions.

Consistent with its founding vision, Gordon's identity and reach are worldwide. A high percentage of students take advantage of Gordon's well-regarded global education programs, gaining the essential personal and professional skills needed in a world that is increasingly interconnected. Gordon alumni are best-selling authors, business leaders, visionary entrepreneurs, effective public servants, Broadway actors, scientists, Ivy League professors and faithful pastors—to name just a few vocations—in virtually every region of the globe. The combined blessings of location, heritage, scholarship and global vision continue to inspire the mission of Gordon College: to graduate women and men distinguished by intellectual maturity and Christian character, committed to lives of service and prepared for leadership worldwide.

## GORDON: FACTS AND FIGURES

- More than **40** Christian denominations represented by Gordon's students, faculty and staff
- **90+** areas of study in the liberal arts and sciences
- Instructional staff: **90** full-time, **129** part-time
- **4** master's degrees
- Student/faculty ratio: **12:1**
- **1,657** undergraduate students from **43** states and **55** nations; approx. **30%** multicultural and international
- Percentage of full-time faculty with their field's terminal degree: **86%**



**GORDON:  
FOUNDATIONAL IDEAS**

Statement of Faith  
[www.gordon.edu/statementoffaith](http://www.gordon.edu/statementoffaith)

Philosophy of Education  
[www.gordon.edu/edphilosophy](http://www.gordon.edu/edphilosophy)

Life and Conduct  
[www.gordon.edu/about/life&conduct](http://www.gordon.edu/about/life&conduct)

Who We Are  
[www.livesworthleading.org](http://www.livesworthleading.org)

**THE OPPORTUNITY**

For three years, Gordon has studied trends in career and experiential education, and at the same time examined closely the College's current offerings and scanned the wider world of higher education. The goal was to determine what enhancements we could offer to build an industry-leading program for personal and professional development in the context of a Christian liberal arts college. We augmented this comprehensive research by studying insights from Scripture and church history (to develop a theology of work and workplace preparation), from social science and education (to develop a theory of student formation in these areas), and from Gordon's history and unique calling (to develop an institutional template that would distinguish the College from all others). The College's leadership visited many other institutions and invited virtually every constituent group to offer their perspective on what Gordon could do in the future. This entire process also benefited from prayer and deep reflection on what God might be calling us to do.

The result of this years-long planning process has produced a vision that is galvanizing unprecedented energy and excitement for professional development among students, parents, faculty, staff, alumni and College leaders. And the vision is emerging at just the right moment. Demand for

higher education that leads to meaningful work has never been greater. Prospective students and their families say this is of paramount importance as they consider colleges. Moreover, current Gordon students express a desire to deepen their competencies in a range of professional and personal domains; they want the College to bring its reputation for academic excellence and Christian faithfulness to the important task of helping them launch well by graduation.

We believe the Hebrew concept of *avodah*, which can be translated as "work, worship or service," helpfully frames our vision for the new Center. Gordon aspires to bring the resources of the entire College community to help our students prepare for a lifetime of each of these important vocations in the life of the believer, and we aspire to show our students how to integrate all three into a coherent, God-honoring life. Avodah: The Center for Personal and Professional Development will be our flagship program in this important task. Expanding on the good work the Office of Career Services has provided in recent years, the prospect of this new Center has excited the entire campus. We believe this may be one of the most important developments at Gordon within a generation.



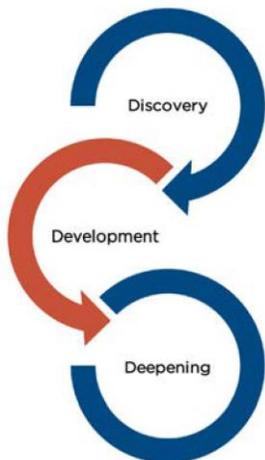


## THE CENTER

This integration of work as worship to God is expressed by the Hebrew term *avodah*. Drawing on rich theological insights and the latest findings on developing college students personally and professionally, Gordon College purposes to prepare young men and women committed to lives of service and prepared for leadership worldwide. It does so in the context of Avodah, and the College's leadership is looking for a leader who can make this Center a distinctive element of a Gordon education.

Our vision is inspired by three aspects of student formation:

1. **Discovery:** The newly launched Avodah: Center for Personal and Professional Development will provide intensive programming early in students' college career, exposing them to different kinds of vocations and offering opportunities for them to discover a sense of calling and passion. Through job shadowing and externships, student treks to cities with a specific industry focus, and informal interactions with various leaders, Gordon students will discover possible avenues of vocational service and leadership.
2. **Development:** As Gordon students discover possible vocations, the College will help them explore internship opportunities and will provide them with industry-specific career advising in concert with academic advising and partnerships on campus with our faculty and the Office of Student Life. Our aim is to secure enough resources to expand the Center's staff so that we have one fulltime staff member for every 200 students by 2020.
3. **Deepening:** The College will engage various Gordon constituents to create networks of mentors, enhance employer relations, secure higher job placement rates, and build a more comprehensive ecosystem that is committed to developing our students for life after Gordon. By 2020, we hope to have 100 percent of Gordon students ready to launch personally and professionally.



## THE CANDIDATE

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We are looking for a mature, accomplished leader who feels called to serve the next generation. The ideal candidate will have experience working with young and emerging leaders and in helping them fulfill their vocational hopes and dreams. The Executive Director of Avodah must be talented in building and maintaining relationships at both the individual- and institutional-levels since this person will be the Center's primary contact with external employers, major donors, and leaders on and off campus. Fundraising for the Center's initiatives and future growth will be part of the Executive Director's role, and working with the Office of Advancement, this individual will be intimately involved in securing resources for Avodah's important work.

We would prefer for the candidate to have experience in leading teams, recruiting and hiring, business development, or leadership in some form of business or entrepreneurial venture. These will grant the Executive Director substantive credibility and practical experience in launching and growing the Center.

An affinity for college students and how they develop personally and professionally, as well as an appreciation for the unique institutional ethos of Christian higher education and its different constituencies (i.e., faculty, staff, parents, alumni, trustees and prospective students and their families) are essential. The ideal candidate will possess a master's degree in an appropriate field (since graduate education placement is also a part of the Center's portfolio of responsibilities) as well as private-sector experience.

Most important, resourcefulness, confidence in a variety of situations, versatility and a penchant for maximizing opportunities are all necessary in this role. While this is a senior role reporting directly to the Executive Vice President, ease and an affinity for working at many different levels within the organization is required. The ideal candidate will demonstrate the maturity of a seasoned leader with the innovative spirit of an entrepreneur, possessing the ability to meet needs creatively and with wise stewardship. The ideal candidate will also be tasked with generating professional opportunities for the College and its students. This is a role for someone who wants to build on existing strengths, while making Avodah the best center of its kind in global higher education. Of course, all of this will require hard work and focused commitment,

but the Gordon community is excited by this challenge and opportunity. We are now prayerfully seeking a leader for this noble task.

The Executive Director of Avodah, like all Gordon faculty and staff, is expected to live in a vital relationship with Jesus Christ, and, in being a senior leader of Gordon College, to be grounded in biblical wisdom, a church community and ongoing spiritual practices. The Executive Director will evidence a deep theological understanding of calling and career education as well as the role of the gospel in the personal and professional development of college students. The selected candidate will have a record of active involvement in Christian ministry and local church life and can enthusiastically support the College's Statement of Faith, Statement of Life and Conduct, and Philosophy of Education. The candidate will reflect godly character, an excellent work ethic, an optimistic outlook, confident humility and impeccable integrity.

The Executive Director of Avodah will do the following:

- Advance the visibility of the program nationally and internationally.
- Recruit and lead Center staff.
- Solicit and secure financial resources for the Center, in cooperation with the Office of Advancement, through direct engagement with donors and prospective donors.
- Provide staff support and direction for the College's External and Professional Relations Advisory Council.
- Finalize the development of the Center.
- Develop relationships with students, the wider Gordon community, and in a variety of realms to advance the personal and professional development of the Gordon student body.
- Embody and advance the mission of both the College and the Center.
- Develop and oversee the budget and strategic direction for the Center.
- Devise effective strategies for increasing student employment and internships for Gordon students.
- Work with the supporters of the program to advance the visibility, financial sustainability and quality of the Center.

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TO APPLY, please submit a letter of application that addresses qualifications, a current resume, and the names and complete contact information for at least five professional references to [missioninfo@faithsearchpartners.com](mailto:missioninfo@faithsearchpartners.com) – Subject Line: Gordon College Avodah. Please email, or call 214-468-9055 with any questions or comments.