



Global Human Resources Director CANDIDATE PACK 2026

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> INTRODUCTORY MESSAGE



Christy Liner

Associate Executive Director

Dear candidate,

We are grateful for your interest in the role of SIL Global HR Director.

SIL Global is a community of increasingly local organisations that partner with minority language communities to help them use their languages to know God, learn freely, and live with dignity. Many people around the world face hardship and discrimination because of the languages they speak or sign. We walk alongside 1,572 language communities in 119 countries to help turn those barriers of exclusion into bridges for flourishing. We are inspired to do that through our faith, because as followers of Jesus, we believe that all people are important, that our and their relationship with God is precious, and that language is important to help advance all aspects of a person's life.

We are moving into a new phase of our ministry, with more local leadership and ownership and an increasingly global church. We therefore seek leaders who can support and guide this process of transition, while maintaining a strong bond of unity and shared standards of excellence.

We are currently recruiting a Global HR Director who can provide this type of leadership for the organisation, where you will fill a critical role that requires a rare blend of executive-level business partnering, transformational leadership, and spiritual stewardship.

You will lead the community of SIL organisations through a process of professionalisation of human resource management, strengthening global partnerships, and the pursuit of global recruitment and people development processes

As a member of the global leadership team, you will be expected to act as a Strategic Partner to the Global Executive Director and the Executive Director Team.

The person we are looking for needs to be an experienced organisational leader and an HR expert. But above all, it needs to be someone who loves people, loves God, and loves to serve. Who you are and your calling are as important as your professional experience and qualifications.

If you recognise yourself in this description and feel called to serve the marginalised language communities of the world, I would encourage you to apply.

For the Executive Leadership of SIL Global:

A handwritten signature in black ink that reads "Christy Liner". The signature is fluid and cursive.

CHRISTY LINER

Associate Executive Director

ABOUT SIL Global

SIL Global is a community of local organisations that partner with minority language communities to help them use their languages to know God, learn freely, and live with dignity. Many people around the world face hardship and discrimination because of the languages they speak or sign. We walk alongside 1,572 language communities in 119 countries to help turn those barriers of exclusion into bridges for flourishing. Our work starts with communities, and the churches and organisations that serve them. They share their needs and goals with us. Then we work together to reach those goals.

WE DO SIX MAIN TYPES OF WORK:

WE HAVE A VAST ARRAY OF LANGUAGE SOLUTIONS THAT ALLOWS US TO TAILOR OUR APPROACH TO MEET THE SPECIFIC NEEDS OF EACH CONTEXT AND COMMUNITY.

- 1 Translation**
We both assist and run translation projects. We offer services like translation checking, training, and more.
- 2 Training**
We train people in a wide range of our expertise like linguistics, education, literacy, trauma healing, and more.
- 3 Technology Development**
We produce and share specialised products like fonts, analytics tools, translation software, and more.
- 4 Research**
We carry out research to understand people's language and culture. We also design new solutions with communities.
- 5 Publications**
We develop, localise, and publish materials both about and in local languages.
- 6 Advocacy**
We raise awareness for communities and the language policies that support them.

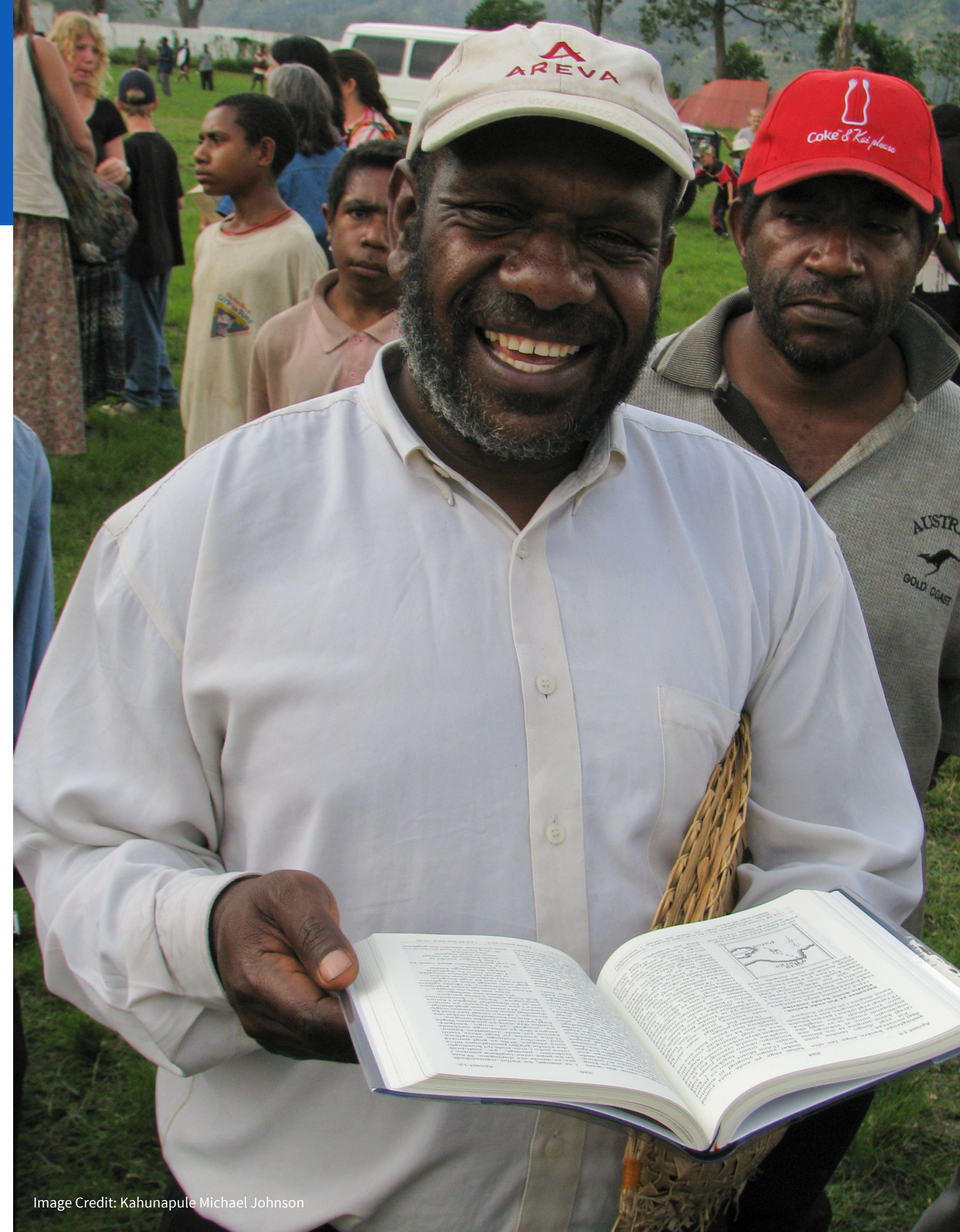


Image Credit: Kahunapule Michael Johnson



OUR VISION

We long to see people flourishing in community using the languages they value most.

OUR MISSION

Inspired by God’s love, we advocate, build capacity, and work with local communities to apply language expertise that advances meaningful development, education, and engagement with Scripture.

OUR CORE Values



Transforming the word of God

We believe God works powerfully through His Word to change lives for the better in this life and for eternity.



God values all languages

God reveals himself to people through all languages and cultures. We affirm the importance of local languages — among the other languages a community uses— for strengthening identity, communicating deeply, and sharing knowledge.



Scholarly and professional approach

We believe scholarship and professional standards are crucial to our work in relating to the languages and cultures of the world.



Strategic partnership with others

We believe that working together honours God, and so we seek to cooperate with others to achieve common goals.



Service to all

We believe we should serve others without discrimination.



Building Vision & Capacity

We believe that building vision and capacity is central in promoting sustainable language development and Bible translation programs.



Trusting God for the Impossible

We believe God is able to accomplish results that are humanly impossible and we depend on Him to do so.

Image Credit: Wycliffe Global Alliance

***“We know language.
We know Africa.”***





TRANSFORMATION

Statements

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Individuals and communities

are using their languages to encounter God and to access opportunities for development.



Local and national churches

are using their languages to engage with translated scriptures for the strengthening of the church and the good of society.



Regional and national institutions

promote and support flourishing movements for language development and Bible translation.



Global institutions and media organisations contribute

to a supportive environment for the use of local languages in all domains of life.



We thrive

in pursuing our vision, trusting God for the impossible. We are committed to growing, adapting, and applying our expertise, while pursuing healthy relationships with God, with partners and with each other.

STATEMENT OF Faith



We believe the Bible, the inspired Word of God, is completely trustworthy, speaking with supreme authority in all matters of belief and practice.



We believe in one God, who exists eternally in three persons, the Father, the Son and the Holy Spirit.



We believe all people, being created in the image of God, have intrinsic value but, as a result of sin, are alienated from God and each other and are therefore in need of reconciliation.



We believe that Jesus Christ, the Son of God, born of the virgin Mary, is fully God and fully human; He demonstrated God's love for sinners by suffering the penalty of death in their place, rose bodily from the dead, and ascended to heaven where He intercedes for His people.



We believe all who repent and trust in Jesus Christ alone as Lord and Saviour are, by the grace of God, declared to be right with Him, receiving forgiveness and eternal life.



Image Credit: Wycliffe Global Alliance



We believe the Lord Jesus Christ will return personally in glory, raise the dead, and judge the world.



We believe all people will rise from the dead, those who are in Christ to enjoy eternal life with God, and those who are lost to suffer eternal separation from Him.



We believe in the Holy Spirit who imparts new life to those who believe in Christ; through His indwelling presence and transforming power, He gives assurance and equips believers for holy living and effective service.



We believe the Church is the body of Christ, the fellowship of all believers, and is commissioned to make disciples of all nations.



The Global HR Director will need to demonstrate alignment with our statement of faith.



Image Credit: Wycliffe Global Alliance

ABOUT The Role

You will help steward the broad range of people aspects of the work of SIL Global, leading a global community of mission-driven professionals. This is a critical role that requires executive-level business partnering, transformational leadership, and spiritual stewardship. In an increasingly federated Christian organisation, you will need strategic, professional, and pastoral skills.

THE GLOBAL HR DIRECTOR WILL SERVE THE SIL GLOBAL COMMUNITY IN THE FOLLOWING DOMAINS:



Leadership

Participate in the Global Leadership Team and serve the Executive Director Team, advising him on organisational strategies, culture, and long-term sustainability as they relate to people management and care.



Talent Development & Innovation

Lead the central people team and guide the team of about 100 HR staff serving in various locations around the world, managing a continuing transformation from reactive personnel management to proactive talent recruitment, management, and development, including the use of new digital tools.



Change Management

Design and steer global change frameworks around the management and care of people, helping to transform the organisation while managing the tension between a need for professionalisation of global HR services and the realities of a developing federative structure and a tradition of self-supported and volunteer staffing models.



International HR Excellence

Develop and support the professionalisation of HR, establish and maintain safeguarding frameworks, accountability systems, guide workplace investigations, and help realise the implementation of new workforce management systems.



Duty of Care Protocols for Staff

Set standards and support the implementation that allow all parts of SIL to care well for its staff in a wide variety of global contexts, including high-risk zones.



Steward Key Networks & Relationships

Build and maintain relevant relationships with internal and external partners relevant to workforce management in SIL and employ a variety of leadership approaches to support a range of staff types, including both self-supporting staff and paid staff.



Image Credit: Kahunapule Michael Johnson



Image Credit: Gary McMaster

KEY Relationships



You will be a member of the Global Leadership Team, the team of about fifteen global SIL leaders who together are involved in setting direction for the organisation and who endeavour to maintain a strong spiritual community of leaders who serve with mutual accountability and support.



You will report to the Associate Executive Director for Central Services and will serve as a Strategic Partner to the Global Executive Director and the Executive Director Team.



You will lead a team of about twelve people who oversee the core HR functions and lead HR in the different areas of the world. Through and with them, you will guide, support, and respond to the HR staff around the world.



You will serve the different SIL Global Community Organisations in their management of people functions.

GLOBAL LEADERSHIP TEAM STRUCTURE



ROLE

Requirements & Expectations

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You are a **mature and faith-motivated leader** who brings a combination of experience and skills that allow you to lead in a global Christian organisation that encompasses a wide variety of cultures, staff types, and organisational relationships. You will demonstrate the following attributes:

Spiritual Qualities

A committed Christian who is able to integrate prayer and discernment into HR decision-making. This is based on active church membership and a lifestyle that reflects the organisation's faith-based values. This includes an ability to lead staff devotions, provide pastoral support to senior leaders, and ensuring that HR policies are biblically grounded and reflect a theology of justice and grace.

Personal Competencies

Emotional intelligence, personal resilience and interpersonal skills. This includes strong diplomacy and relational ability.

Strategic Competencies

Demonstrable leadership experience in HR at a Global/International Director level, including developing people strategies at a global level, knowledge of different governance systems, insights in the intersection of international labor laws and a track record of successful change management.

Cross-cultural Competencies

Demonstrable experience living or working extensively in multiple global contexts (Global South/North), a proven track record of resolving conflicts that arise from differing cultural expectations regarding hierarchy, feedback, and communication.

Technical Competencies

Chartered HR professional status such as CIPD Level 7, SHRM-SCP, CPHR) or an MBA with an HR focus. Fluency in English and preferably a second major language (e.g., Spanish, French, or Portuguese.)

Availability

Ability and willingness to travel internationally, around 25% of the time, to visit SIL entities and regional hubs. Ability to manage meetings across multiple time zones.



APPOINTMENT Details

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Location

You can be located anywhere in the world where SIL has an office that can employ you and where you have the pre-existing right to work and live, as long as you are able and willing to engage with people in different time zones and are able to travel regularly to the different locations where you need to be to meet people and participate in significant meetings.

Contract

Permanent- in line with local law

Salary & Benefits

National salary and benefits package, dependent on location.

How to Apply

SIL Global is partnering with Red Sea Executive Search for the appointment of this position. Candidates are requested to apply directly through Red Sea at the following link:

<https://www.redseasearch.com/job/sil-global-human-resources-director/>

For an informal conversation, please reach out to Susan Bandow, Director – Americas via: applications@redseasearch.com

In your cover letter, please share how your faith motivates you and is aligned with SIL Core Values.

Kindly upload a CV (maximum four pages) and a cover letter (both in English, in MS Word) using the following file names:

- **FirstName_Surname_CV_SIL_GHRD**
- **FirstName_Surname_CL_SIL_GHRD**

Recruitment Timeline

Closing date:

21st June

Red Sea Interviews:

29th June and 3rd July

Selection process & interviews:

w/c 13th July



ABOUT

Red Sea Executive Search



We are a global executive search consultancy, seeking extraordinary leaders to transform our world. We recruit leadership into the world's foundations, trusts, and charity organisations, and especially for INGOs in Global Development, Disaster Relief, and Humanitarian Aid in the Global South.

Our vision is to empower a new generation of global leadership to create a just, diverse and unified society. In a world with increasing challenges, the need for leaders and visionaries to shape our world is greater than ever.

Extraordinary people are needed to deliver this and discovering them is the heart of Red Sea Search; our passion is to serve by finding people who bring leadership excellence to organisations, and in doing so hope to help change the global landscape.



www.redseasearch.com