



**COLSON
CENTER**
FOR CHRISTIAN
WORLDVIEW

JOB LISTING

Title: Director of Content and Training
Location: Colorado Springs, Colorado (Preferred)
Position reports to: President
Salary range: \$100,000 - \$120,000
Date written: February 2021

This document includes:

Job announcement and context (pages 2-4)

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How to apply:

1. Visit our [Careers page](#) and use the provided form at the bottom. Cover letter must include:
 1. **QUESTION 1:** What about the Colson Center's mission and programs resonates with you?
 2. **QUESTION 2:** Describe a situation where you were at your best running a team. What worked? Why? How did it impact the people on your team? Was it sustained (and if not, what happened)? What were the measurable results?
 3. **QUESTION 3:** How would you describe a Christian Worldview? How would you describe your approach to communicating the Truth of Scripture in the context of the current cultural moment?
 4. **QUESTION 4:** Do you know anyone currently working at the Colson Center who could help us get to know you a bit better?

Job announcement and context

February 2021

The Colson Center is hiring for a new position, a director to lead our content and training team.

The Director of Content and Training will lead an internal team of writers, editors and curriculum developers to create Colson Center content and training products. They will also work with authors, speakers and other subject matter experts who help us develop this material.

The person filling this role must develop a clear and effective strategy for all written, audio and video content, connecting all existing and new products to this strategy. Our content includes our flagship product line – BreakPoint – as well as a growing number of podcasts, video products, live and virtual events and digital curriculum. The successful candidate must have a solid grounding in theology, Christian Worldview and cultural apologetics.

See further down for more about our company and team culture.

Other requirements:

1. We would love it if the person we hire lives in Colorado Springs or is willing to relocate there. However, we are open to having them work remotely.
2. Must be willing to sign our [Statement of Faith](#).

FAQ

About the ministry

*The Colson Center's mission is to “equip Christians to live with clarity, confidence, and courage in this cultural moment”. **Our job is to help our audience do exactly that.***

At the Colson Center, we help Christians better understand and embrace God’s restoration story unfolding in the world, even in the face of difficulties great and small. Our team passionately equips and trains people who want to think, love, and live like Christians. We exist to help people not only survive their circumstances but ultimately transform them, so they can care deeply about the world’s needs in this time.

Our values:

1. **We believe every Christian can live like one.** “Worldview” is about understanding God’s created reality better, so we can be the people God calls us to be. It’s not only about thinking or politics or great deeds—with J.R.R. Tolkien’s Gandalf, we believe it’s also about “the small everyday deeds of ordinary folk that keep the darkness at bay.”
2. **We believe truth and love go together.** God is truth and God is love, and He made us to bear His image. To that end, we believe standing up for truth (if done the right way) is an act of love for God and our neighbor, and we seek to provide a climate of intellectual hospitality in which people can experience love in their search for truth.
3. **We believe Christians should—and can—be a people of hope.** God’s story never changes, even when the world around us does. We know how that story ends—and we know God has called us to be faithful in our circumstances, trusting Him with the outcome. We seek to live and work that way, so we can help others do the same.

The Content and curriculum team

The Director of Content and Training partners with four teams:

1. The leadership team. We’re looking for a strategic thinker and builder who can work with the leadership team to set direction, develop and deliver on our strategy.
2. The content and training team. We have a solid team of writers, editors and content developers. The ideal candidate will provide leadership and professional development for the current team, holding them accountable for top notch content, and assessing the needs of the organization in order to recruit and train additional team members.
3. The marketing team. Product managers work to refine our understanding of our current audience, potential audience, and their needs. We have no desire to create content that tells people what they want to hear (2 Tim 4:3). However, we do want to know what questions people have and what equipping they need so we can better guide them on their journey. For example, we’ve been encouraging our audience to send in questions and have been answering them on our podcasts, websites and in our BreakPoint commentaries.
4. Ministry partners. We are building a platform that helps “equip Christians to live with clarity, confidence, and courage in this cultural moment.” To do this, we rely on subject matter experts across a wide range of topics. We create content internally but also curate the best available content from these experts and invite them onto our platform. The leader of the content and training team needs to have strong relationships with experts from across the world who share our passion and understanding for equipping the Church.

Our products:

- BreakPoint. Chuck Colson started delivering the daily BreakPoint commentary on radio in 1991, since that was the only channel available at the time. Since then, the product line has expanded to include a shorter, daily feature (the Point), a weekly wrap up

(BreakPoint this Week) and several long-form podcasts. While still delivered on radio, audience growth has come from email, website, podcast, social media and video delivery.

- Podcasts – in addition to BreakPoint, two additional podcasts now make up our network: Strong Women (hosted by Sarah Stonestreet and Erin Kunkle) and Upstream (hosted by Shane Morris).
- *What Would You Say?* Launched in September 2019, this training resource features 3-4-minute videos, released weekly, on core questions generated at the intersection of faith and culture. The primary channel is YouTube with over 27K subscribers and nearly 1.6M views.
- Short Courses – These 4-week courses are offered five times per year on a variety of subjects and typically attract 800-1000 paying attendees per course.
- Wilberforce Weekend is our annual national conference. Over 800 attended in 2019, with expected attendance at 1000+ this year.
- Digital curriculum. Last year, the Truth.Love.Together Virtual event had over 13,000 subscribers. A Crash Course on Christian Worldview had over 8000 subscribers. A course aimed at educators, Worldviews and Cultural Fluency, had between 10K and 12K teachers watch some portion of the modular based training.



COLSONCENTER

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Position Description

Title:	Director of Content and Training
Location:	Colorado Springs, Colorado (Preferred)
Position reports to:	President
Salary range:	\$100,000-\$120,000
Date written:	February 2021
Apply:	https://www.colsoncenter.org/careers-colson-center/

POSITION SUMMARY:

The Director of Content and Training will oversee all content and training offerings from the Colson Center, managing a team of content producers and commissioning work from a wide network of thought leaders and subject matter experts. The leader of this team must develop a clear and effective strategy for all written, audio and video content, coordinating all existing and new products to this strategy, and measurably accomplish the Colson Center mission of “equipping Christians to live in this cultural moment with clarity, confidence, and courage.”

Priority	Description of Duties	Hrs/Wk
1	Lead the team – Recruit, develop and lead a team of content producers, including writers, course instructors, and subject matter experts. Build a wide network of Christian thought leaders.	15
2	Develop and implement platform strategy for content and training. Work with the President, COO, Director of Marketing and Development, and others to build and execute a coherent, measurable, innovative, and effective strategy for deploying Colson Center content and training. Optimize the user experience for each product and maximize distribution channels. Establish and implement content road map for new and existing products.	15
3	Editor-in-Chief – Work with the President to ensure that all content maintains and advances the Colson Center “teachable framework” and reflects the theological integrity, intellectual rigor, and proper tone consistent with the Colson Center’s mission and values.	10

Expectations:

- Develop, implement, and update as appropriate a multi-year content strategy and roadmap. (Within 3 months and ongoing).
- Meet schedules for content production with consistent quality, tone and theological depth. (Daily, weekly, monthly, annually).
- Cultivate and lead high-performance content and training team, recruiting and adding new members as appropriate. Provide coaching and professional development while also adhering to the highest standards for quality and clarity, within the Colson Center's Teachable Framework.
- Recruit a large, diverse network of subject matter experts and establish the Colson Center as the platform of choice for publishing their content.

Guidelines for All Employees

The Holy Bible, Employee Handbook, Statement of Beliefs/Faith

MINIMUM QUALIFICATIONS**Education, Experience, Knowledge, Competencies**

Ideal candidate: The ideal candidate has experience working across platforms to strategize, design, and execute digital and print graphic projects and publications.

- **Education:** MDiv or Master's in theology strongly preferred.
- **Work Experience:** 5-10 years of experience as a respected leader in multichannel content creation
- **Knowledge areas:** Theology, Christian Worldview, cultural apologetics
- **Competencies:** Executive-level leadership, personnel development, strategic thinking, content strategy
- **Computer/Tech Skills:** Well versed in typical writing tools and content management systems
- **Travel:** 3-6 conferences per year

Position Classification: Exempt