



Ship Managing Director

HALF | TIME
TALENT SOLUTIONS

Mercy Ships

Bringing Hope and Healing to the World's Forgotten Poor...

Mission: Following the 2000-year-old model of Jesus, Mercy Ships brings hope and healing to the world's forgotten poor.

Vision: Mercy Ships uses hospital ships to transform individuals and serve nations, one at a time.

Values: Desiring to follow the model of Jesus, Mercy Ships seeks to:

- *Love God.*
- *Love and serve others.*
- *Be people of integrity.*
- *Be people of excellence in all they say and do.*

History and Overview

[Mercy Ships](#) is a faith-based global charity founded in 1978 by Don and Deyon Stephens to bring hope and healing to the forgotten poor, mobilizing people and resources worldwide. Mercy Ships provides surgical interventions, education- and capacity-building programs, and other healthcare services through hospital ships and land-based strategic partnerships. A Mercy Ship typically spends up to 10 consecutive months in a port in order to accommodate the medical, dental and surgical needs of patients. Over the past 35 years, Mercy Ships has delivered cargo of "hope and healing," estimated at over \$1 billion, to the poor without regard to the personal beliefs, nationality or means of those served.

A ship is a very efficient platform to deliver state-of-the-art-medical care to regions where clean water, electricity, medical facilities and skilled personnel are scarce. Because more than 75% of the world's population lives within 100 miles of a port city, a hospital ship represents a unique opportunity to reach a significant

portion of people in need. Mercy Ships' programs include not only curative surgical interventions, but also training opportunities for local medical professionals. Collaborating with qualified local and international partners, Mercy Ships offers holistic support to developing nations striving to make healthcare accessible for all.

The crew on a Mercy Ship is composed of volunteers, which at any given time may be comprised of 30 plus nationalities including singles, couples and families. Some volunteers serve on board for as little as two weeks while others may serve for several years.

To support the operation of ships in the field, Mercy Ships has sixteen national offices around the world to help recruit volunteers, raise financial support and procure "gift in kind" donations. The International Support Center in Garden Valley, Texas (near Tyler), is the base for functions including program oversight, medical leadership, marine operations, development and marketing, human resources, training, information systems, warehousing and logistics.



During the years since the vision of Mercy Ships was birthed, a number of vessels have been renovated and utilized to serve the nations. Presently the *Africa Mercy* is actively serving the continent of Africa. The construction of a new, purpose-built, hospital ship is underway in China which is scheduled to come on-line in 2018. This is an incredibly exciting time in the development of the Mercy Ships mission as this new addition to the fleet will more than double the organization's capacity to deliver healthcare services. When ready, the new ship will also hold the distinction of being the world's largest civilian hospital ship.



Africa Mercy



Rendering of new ship

Patient Story: Albertine's Finish



Albertine's journey with Mercy Ships began over 14 months ago when she attended a screening in Mahajanga in January 2015. Carrying the burden and pain of a tumor that grew from her jaw, Albertine had desperately searched for a solution that would remove her tumor and allow her to continue supporting and raising her children.

After the successful removal of her tumor last field service, Albertine returned this field service to have a new jaw fashioned for her. The Mercy Ships team has grown to love her smile and wonderful spirit. Although it was tough for the team to say goodbye to her, they are excited to return her to her husband and two children physically restored and eager to embrace the future.

"Thank you very much to Mercy Ships for the help they are doing in Madagascar by giving free surgeries to people!" – Albertine

Managing Director

Overview

The Ship Managing Director (MD) of a Mercy Ship serves as the organization's country director onboard the vessel. In many ways, they function as the "mayor" of a village, but positioned in a rich, complex, multi-cultural and matrixed organization with land-based staff and crew volunteers. The MD reports to the Group Managing Director and participates on the International Management Team. In collaboration with the ship's Captain, who oversees the maritime aspects of the vessel, all programs and non-technical operations on the ship report to the MD directly, coordinated through a matrix management system that includes domain experts in medical, operations and technical functions.

Mercy Ships field service programs are based on the incarnational model of Jesus Christ, as a practical demonstration of love and compassion for the forgotten poor. This model is firmly based on the corporately agreed upon belief in a loving God, expressed through the lives of volunteers living in community, unified by a common mission and personal commitment to transformation through Jesus. The Ship Managing Director must embrace and lead this community in order to catalyze Godly, excellent service to the nations.

The MD may be married and may bring his/her family. All adult crew members hold a position onboard and accredited schooling is provided for the children of the crew, enabling parents to work according to their skills. Crew members receive no salary and, in fact, raise support to pay their own expenses including room and board, school fees, travel and other personal expenses to defray operating costs of the ship.

Ideally, the MD of the new ship will be identified and engaged by early 2017 and be willing to make an initial commitment of three years. While the construction of the new ship is completed, the MD will reside at, or near, the Mercy Ships office near Tyler, Texas and work closely with the Mercy Ships' leadership team to refine the plan for bringing the new ship into service.

Responsibilities

The Ship Managing Director will:

- Lead the ship's crew in program delivery and operational objectives in a way that exemplifies the core values of the mission: loving God, loving and serving others, demonstrating excellence, and demonstrating integrity in word and deed.
- Continuously review the operation and make recommendations to the International Management Team on how to enhance the mission.
- Represent Mercy Ships to, and communicate with, highest level of host nations' government and local partners.
- Coach, develop and mentor all direct reports. Ensure that their duties are carried out in accordance with Mercy Ships' policies and job descriptions.
- Manage the annual operating budget for the vessel.
- Maintain an attitude of continual learning in a cross-cultural environment.

- Develop a positive working relationship with all shipboard departments to facilitate a team-oriented atmosphere.
- Spend approximately 12 months at the headquarters in Texas, prior to delivery of the ship, planning and preparing for the multi-year mission for the new ship. This learning and preparation time is vital to the understanding and success of the mission.

Key Candidate Characteristics

- Understands and subscribes to Mercy Ships' Mission, Vision, Values, Community of Faith and Philosophy of Service, demonstrating an attitude of servant leadership and humility in exercising authority.
- Is theologically confident in and willing to communicate their own faith perspective while welcoming crew members who come from a variety of worship traditions.
- Exhibits footprint of consistent positive impact on strategy development and a record of continuous improvement; ability to diagnose problems, build relationships, manage finances well, set a leadership agenda and implement plans/solutions.
- Able to facilitate tough decisions under difficult circumstances courageously, willingness to teach and learn, advance and defend ideas and concepts in order to reach cultivated and strategic consensus.
- Demonstrates passion for life-long learning – evidenced by application of new or advanced knowledge to positive outcomes in different circumstances.
- Takes a flexible approach to details surrounding ship's delivery, launch and destination – understands the dynamics related to the ship's itinerary based on changing weather, geo-politics and unanticipated influences.
- Leads with humility and acts as a bridge from ship to shore.

Requirements

- Bachelor's degree or its equivalent required, with preference for a degree in business, hospitality or healthcare management. Prior management experience in matrix management constructs preferred.
- Outstanding listening, written and verbal English skills, comfortable with public speaking. Ability to speak a second language, particularly French, is a plus.
- Track record of leading cross-cultural teams with a high level of humility and influence.
- Ability to work and communicate well with others of various nationalities is a must.
- Working and living experience in a developing country preferred – either as a non-governmental volunteer or as a global marketplace leader.

For more information, or to apply for this position, please contact

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