



Appointment of
Global Advocacy Director
Open Doors International



OpenDoors

Serving persecuted **Christians** worldwide



About the role

Open Doors International is seeking to appoint a full-time, permanent Global Advocacy Director. The successful candidate will be an outstanding Christian leader with a track-record of building influence, collaboration and impact across international contexts.

About Open Doors International

For 70 years our ministry has been answering the call to go and serve the most persecuted Christians in the world.

Founded in 1955, our ministry works in over 70 countries, providing support, training, literature, advocacy, and prayer to the Body of Christ in the places where being a follower of Jesus can mean discrimination, loss of livelihood, loss of liberty, loss of life.

The challenges facing the worldwide Church are growing and changing rapidly, yet our vision remains unchanged: We long to see “Christians engaged everywhere, strengthening the most persecuted so that the global Church remains God’s faithful witness to the world.” Our strategic outcomes focus on strengthening the Church to remain salt and light in their communities, fostering greater engagement in prayer and support from the global Body of Christ, and equipping Christians everywhere to confidently speak out for those who suffer for their faith. At the heart of our ministry today is this commitment: to ensure that persecuted Christians know they are never alone in their walk with Christ and that their hope in Him is strengthened.

Our advocacy work plays an important role in this mission through our prayers and influencing decision makers in governments, international institutions, churches and media to understand the realities facing persecuted Christians and encourage them to respond effectively.

The Opportunity

Reporting to the CEO, this strategically important role

will provide global leadership for advocacy across the Open Doors ministry, helping local and regional teams to shape advocacy priorities, strengthen alignment across international teams, and ensure the experiences and voices of the most persecuted Christians continue to inform decisions at every level of our organisation. The role also oversees Global Integrated Campaigns and plays a key role in strengthening Open Doors’ voice and influence amongst external partners, institutions, governments and decision-makers.

As the global context continues to evolve, advocacy remains an essential part of our mission. We believe God is calling us to speak courageously, act wisely and work collaboratively on behalf of those whose voices are often unheard.

This is a role for a courageous and servant-hearted leader who can bring together diverse stakeholders, develop and execute strategic priorities, and strengthen advocacy’s contribution to the mission of Open Doors worldwide.

We are a ministry of faith, conviction and dependence upon God. We are committed to serving the persecuted Church with excellence, integrity and humility, solely for the glory of God.

Is God calling you to help lead this work?

Purpose of the Position

The Global Advocacy Director is a strategic leadership role, reporting directly to the CEO and responsible for providing direction, alignment and influence for advocacy across the Open Doors ministry. Working closely with field regions, fundraising bases and international leaders, the Director ensures that advocacy priorities remain connected to the needs of persecuted Christians and contribute to the wider mission and strategy of Open Doors.

Challenges & Priorities Ahead

Strengthening a Global Advocacy Network

Open Doors has a diverse and highly committed community of advocacy professionals operating across many countries, cultures and political contexts. One of the greatest priorities for the incoming Global Advocacy Director will be to strengthen alignment across this global community, ensuring that advocacy priorities, messaging and activities are coordinated around a shared vision and common purpose.

Success in the role will depend on building trusted relationships across the ministry and enabling colleagues to speak with an increasingly unified and influential voice.

Shaping the Future of Advocacy Across Open Doors

Advocacy plays a vital role in helping Open Doors serve the most persecuted Christians and influence those with the power to bring change.

The successful candidate will help shape the next chapter of advocacy by developing strategic initiatives that support the Strengthen What Remains 2030 strategy. The role also provides oversight of Global Integrated Campaigns, helping mobilise colleagues around shared priorities and coordinated international responses.

Increasing Influence in a Changing Global Environment

The international context for advocacy continues to evolve rapidly. Issues relating to freedom of religion or belief, conflict, displacement and authoritarianism are becoming increasingly complex.

The Global Advocacy Director will strengthen Open Doors' influence through strategic partnerships and external engagement, ensuring the ministry remains a respected voice within international advocacy forums, networks and institutions such as the EU and UN.

This is an opportunity to expand the impact and visibility of Open Doors' advocacy work worldwide.

Ensuring Advocacy Has a Voice at the Strategic Table

As Open Doors continues to develop its global ministry, there is an opportunity to further strengthen the contribution of advocacy within organisational decision-making.

Working closely with the Executive Leadership Team, field leaders and development stakeholders, the Director will champion advocacy that is persecuted Church driven across the ministry, ensuring advocacy priorities are understood, represented and integrated into strategic discussions.

Developing Leaders and Building Capability

Open Doors is blessed with talented advocacy leaders and specialists throughout the ministry. A significant part of this role will be to lead, encourage and empower these colleagues, creating an environment where highly skilled professionals can collaborate effectively and contribute their expertise towards shared objectives.

The Director will help strengthen leadership capacity across the advocacy function and shape its future capability and impact.

Strengthening the Witness of the Persecuted Church

Ultimately, this role exists to help ensure that the voices of persecuted Christians are heard and that the global Church is equipped to stand with those who suffer for their faith.

The successful candidate will join Open Doors at a significant moment in the ministry's journey and will play an important role in helping to strengthen, shape and advance advocacy across the organisation for years to come.

Who We Are Looking For

We are seeking an experienced Christian leader with the ability to provide strategic direction, build alignment across a complex international ministry and inspire confidence amongst diverse stakeholders. The successful candidate will combine spiritual maturity with strong leadership capability and a passion for serving persecuted Christians around the world.

The successful candidate will have a Master's degree (or equivalent qualification) in a relevant discipline. Examples may include international relations, political science, international law, human rights or a related field.

Leading a Team of Advocacy Experts

The Global Advocacy Director will lead and work alongside a highly skilled international community of advocacy professionals, specialists and leaders operating across different countries, cultures and political contexts. Many bring technical expertise in advocacy, public policy, international relations, freedom of religion or belief and engagement with national and international institutions.

Success in this role will require a leadership style that combines strategic thinking, deep spirituality, active listening, giving and receiving honest constructive feedback and expertise in collaboration, influence and empowerment. The successful candidate will be able to harness diverse perspectives and competencies, unite colleagues around shared priorities and create an environment where talented professionals can thrive and contribute their best work in service of the persecuted Church.

Leadership and Strategic Direction

The Director will have a proven ability to develop and implement strategy within complex organisations, translating vision into practical priorities and measurable impact. You will be skilled at navigating ambiguity, managing competing priorities and leading change through influence rather than formal authority.

Advocacy and External Influence

The successful candidate will bring significant experience of advocacy, public affairs, policy influence or international relations. The Director will be confident engaging with senior leaders, external partners and decision-makers and able to represent Open Doors with credibility and conviction.

Cross-Cultural Collaboration

The Director will have experience working across multiple countries, cultures and organisational contexts. The Director will understand how to build trust in diverse environments, foster collaboration between stakeholders with different perspectives and create alignment around shared objectives.

Christian Faith and Personal Calling

As a Christian ministry, Open Doors seeks leaders who demonstrate a mature Christian faith and a clear commitment to the organisation's mission, values and statement of faith. You will have a heart for the persecuted Church and a desire to use your gifts, experience and influence in service of God's Kingdom.

Personal Qualities

The successful candidate will be:

- A servant leader with humility, wisdom and integrity.
- A strategic thinker who can see both the wider picture and the practical steps needed to achieve it.
- A relationship builder who can unite people around a shared purpose.
- A courageous and resilient leader, comfortable operating in complex and sometimes challenging environments.
- An excellent communicator, able to inspire, influence and engage a wide range of audiences.

Working for Open Doors International

Open Doors International offers a unique opportunity to combine professional expertise with meaningful ministry impact. As a global Christian organisation serving persecuted Christians in more than 70 countries, we are committed to attracting and developing exceptional leaders who are passionate about our mission and values.

The Director of Global Advocacy will join a diverse international organisation working across cultures, regions and functions to strengthen the persecuted Church and advance the mission of Open Doors worldwide.

Location

The successful candidate must live in an African, European or Asian time zone. Applicants must be able to work effectively across international teams and time zones.

International Travel

The successful candidate should expect a significant amount of international travel to engage with colleagues, partners, advocacy networks and ministry stakeholders.

Salary and Benefits

A competitive salary package will be offered, commensurate with the seniority and international scope of the role. Additional benefits and employment arrangements will be discussed with shortlisted candidates and will be tailored to the successful candidate's location and circumstances.

Faith Requirement

As a Christian ministry, Open Doors requires the Global Advocacy Director to demonstrate a mature Christian faith and full alignment with the organisation's Christian beliefs, values and statement of faith.

How to Apply

Applications should be sent by email to vacancy@od.org. **The closing date for applications is 7 September 2026.**

Your application should comprise:

1. A mandatory covering letter of no more than two pages outlining your motivation and relevant experience for the role. This covering letter should also include the names of three referees, one of whom should be your pastor or a church leader who knows you well. Please note that referees will not be contacted until late in the process and only with your prior agreement. The names and details of referees will be held in strict confidence.
2. A full CV or résumé, including educational and professional qualifications and a full employment history showing key roles, responsibilities held, and relevant achievements

Recruitment Process

The recruitment process is expected to include:

- Application review.
- Online first-stage interviews, 17th – 22nd September
- Assessment activities.
- Final in-person panel interview, 28th September – 2nd October TBC
- Reference and background checks.

Further details will be provided to shortlisted candidates.

The successful candidate will ideally take up the post in mid-October 2026.

Thank you for taking the time to prayerfully consider this opportunity and to learn more about the work of Open Doors International.

