

## The Kind of People We Look For

Although we know that only Jesus Christ truly exhibits all of these characteristics in their highest form, the people that InterVarsity wants are open to influence and growth and actively developing in all of these areas. We are looking for three main things when recruiting staff to work with international students: **character**, **competence** and **chemistry**. Chemistry may be the hardest to define, but it is that sense of fitting into the ethos, values, and culture of InterVarsity Christian Fellowship in the area, regionally, and nationally. What follows is a list of characteristics that, *in addition* to what we usually look for in a CSM, are particularly needed for ISM staff work.

### Attitude

- Has a growing love for God, His Word and His people worldwide
- Is growing in loving people unconditionally
- Is willing to change both in thinking and behavior
- Is willing to be trained
- Has a flexible and adaptable spirit (i.e. ability to deal with cultural diversity)
- Has a humble spirit
- Is a prayerful person
- Has a healthy self-concept/self-acceptance
- Accepts others who are different as valid human beings, created in the image of God and is not quick to make judgments of others
- Is willing to take risks and able to learn from his/her mistakes
- Lives out his/her faith in every area of daily living
- Enjoys being with people
- Is a learner who is willing to be taught by international students and has learned the grace of receiving from international students
- Is committed to developing student leadership and partnership
- Avoids patronizing attitude and/or comments

### Skills/Competencies

- Demonstrates cross-cultural evangelistic, discipling, training, and group-building skills
- Able to study and teach Scriptures cross-culturally and is able to critique culture in the light of the Bible
- Is a team player
- Has a high level of tolerance for ambiguity
- Is an active listener and a good observer
- Is willing to identify and adapt cultural ways in order to bond and build trust with international students
- Adventurous with food, new ways of doing things and language
- Has a good sense of humor, but sensitive not to impose own or a western sense of humor on others.
- Knows how to be a cultural broker between the host and the guest culture
- Knows how to be an ISM ambassador in area, regional, and national events, sharing the vision for ISM with the broader fellowship

## Knowledge

- Aware of his/her own cultural identity, values, strengths and weaknesses
- Keeps current with world news and events
- Knows what and how to ask appropriate questions of people from other cultures
- Aware of potential areas of cross-cultural and cross-gender tension or conflict and knows how to address it.
- Has a general understanding of different religions and is willing to learn more