

Position: President of Trauma Free World

Location: Mason, OH

Reports to: Trauma Free World (TFW) Board of Directors and TFW Chairperson/Executive Director of Back2Back Ministries.

Works closely with: the Trauma Free World Board and Chairperson; the Executive Director of Back2Back Ministries; senior-level staff across Trauma Free World and Back2Back.

Position summary: The President of Trauma Free World is ultimately accountable for leading efforts to train organizations and individuals—primarily by providing trauma-informed training and resources for adults who care for those impacted by trauma, especially children and youth.

The President will build and lead a growing organization committed to delivering learner-centered trauma care training through a variety of modalities, including in-person, online/on-demand, live streaming, AI-generated, and hybrid formats.

In addition to overseeing the leadership and management of Trauma Free World, the President will cultivate strong partnerships with other training organizations, nonprofits/NGOs that benefit from trauma-care initiatives, as well as philanthropists or funders dedicated to advancing the missions of Trauma Free World and Back2Back Ministries.

Primary responsibilities:

- Oversee all facets of Trauma Free World, including but not limited to the legal, financial, technological, and curricular operations of the organization.
- Develop a strong leadership team and an annual cohesive yet agile strategy.
- Recruit, develop, and grow a skilled team to support the development and growth of Trauma Free World.
- Oversee development of new products, curriculum, and training packages to best meet the needs of training participants and partner organizations.
- Oversee development of new curriculum and facilitate ongoing updates to training.
- Update regularly the Trauma Free World training content to keep it relevant.
- Develop a robust advancement plan, including intentional donor development and marketing efforts.
- Implement the critical operational processes and systems necessary for organizational growth.
- Collaborate with the Global Trauma Alliance Division on mutual projects and scale training.

- Align the strategic ministry objectives of Trauma Free World with Back2Back Ministries.

Supervisory Requirements

- Organize, plan, and prioritize department objectives and workloads
- Develop specific goals, set performance standards, and communicate expectations to employees.
- Engage and motivate employees, address conflict, and monitor performance.
- Develop and build functioning teams working toward the same goals.
- Provide active guidance to and development of employees by identifying developmental needs, coaching, and assisting employees in advancing their skills.

Minimum Qualifications

Education

- Required: Bachelor's degree in a related field
- Preferred: Master's or Doctoral degree in a related field

Experience

- 5-10 years of organizational leadership
- Cross-cultural or international work experience
- Demonstrated excellence in building long-term donor relationships
- Experience in educational pedagogy or professional development strategies strongly encouraged but not required

License/Certification

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Knowledge, Skills, and Abilities

Trauma-Informed Leadership

- Deep understanding of trauma and its effects on individuals and communities in both local and global contexts, with a sensitivity to cultural differences in how trauma is experienced and addressed.
- Knowledge and experience in how to implement trauma-informed care principles across organizational systems and culture, and ensure a trauma-informed, psychologically safe workplace.
- Ability to lead with compassion, patience, and emotional intelligence to “keep short accounts” and resolve conflict by speaking the truth in love - giving others the benefit of the doubt.

- Personal resilience and healthy self-care practices—especially critical in trauma-focused work.

Cross-Cultural Competency

- Ability to collaborate meaningfully with global partners to adapt trauma-informed content in ways that honor local context, language, and values while maintaining fidelity to trauma-informed principles.
- Understand cultural nuance and respond sensitively to how trauma, caregiving, and healing are viewed across cultures.
- Lead a multi-cultural team with humility and credibility, cultivating long-term, respectful partnerships that reflect mutual learning and shared ownership of the mission.

Strategic Vision & Execution

- Strong strategic planning skills to scale impact, utilizing annual strategic planning processes aligned with an individual MDP process.
- Proven ability to lead through complexity and uncertainty.

Nonprofit & Organizational Management

- Expertise in nonprofit governance, fundraising, and financial stewardship.
- Develop and maintain a portfolio of donors, advocates, and strategic partnerships.
- Proven skill in cultivating donor relationships, building coalitions, and forging partnerships with governments, NGOs, faith-based groups, and corporate sponsors.
- Strong track record in managing budgets, staff, and operations with financially responsible fiscal policies.
- Commitment to transparency, accountability, and ethical leadership.
- Expertise in written and verbal communication.

Alignment with Back2Back Ministries

- Model a commitment to Back2Back's mission and vision and strategically collaborate in a shared mission.
- Adhere to the Back2Back Statement of Faith, Cultural Values, and Standards of a Staff Member.

Organizational Culture & Faith Alignment

Employees are expected to:

- Have a clear understanding of and commitment to Back2Back and Trauma Free World's mission and vision.
- Adhere to and share the Back2Back Statement of Faith and Standards of a Staff Member.
- Be a mature Christ-follower as demonstrated by a life lived in alignment with the Fruit of the Spirit.
- Model Back2Back Ministries and Trauma Free World Core Cultural Values.

Back2Back Core Cultural Values

- INVITE everyone to join in.
- SHARE open-handedly
- LOVE others like Jesus does.
- LEARN constantly.
- DEVELOP toward sustainability.
- STEWARD resources with excellence.

Trauma Free World Core Cultural Values

- **Love in Action** – Jesus is at the heart of our work. His love, mercy, and grace guide our mission to bring healing and transformation to individuals and communities impacted by trauma.
- **Empowering Others** – We believe in equipping individuals to be healing agents in their communities by providing trauma resources in first languages so that learning and transformation are truly accessible.
- **Upholding Dignity**– We believe every person has God-given worth. We listen first, honor diverse perspectives, and build trust through transparency and respect.
- **Competent Compassion** – We believe true compassion is more than just feeling or expressing care; it requires the knowledge, skills, and wisdom to respond effectively to suffering. It means creating spaces where people feel safe—physically, emotionally, and relationally—so they can begin to heal.
- **Stewardship** – We are entrusted with trauma-informed knowledge, and we share it freely and responsibly. By collaborating with others and removing barriers to resources, we ensure that healing multiplies far beyond ourselves.
- **Faithfulness & Integrity** – We are accountable to our mission, partners, and God. We strive for honesty, humility, and excellence in everything we do, knowing that true transformation requires trust.

Work Environment & Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the functions.

Work is typically performed in an indoor office or classroom environment. While performing the duties of this job, the employee is frequently required to sit or stand, walk, talk, and listen; the employee may occasionally have to stoop, bend, reach, and lift up to 20 pounds. Employees need manual dexterity to operate standard office equipment and a personal computer, clarity of speech and hearing or other communication capabilities to discern verbal instructions and to communicate effectively with others and visual acuity to comprehend written work instructions and review, evaluate, and prepare a variety of written materials and documents.

Employee Acknowledgement

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an “at will” relationship.

As a subsidiary of Back2Back Ministries, Trauma Free World is committed to upholding safeguarding standards as outlined in Back2Back Ministries’ Safeguarding Policy. Trauma Free World is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults as outlined in this policy. We recognize the effectiveness of safe recruitment and are committed to recruiting candidates who share this commitment to safeguarding.

Back2Back Ministries and its entities, including Trauma Free World, is an Equal Opportunity Employer, drug-free workplace, and complies with ADA regulations as applicable.