

**Position:** Resources Development  
**Full-Time/Part-Time:** Full-Time  
**Report to:** Director of 2 by 2

### **Objective:**

To develop supporting material for DOOR's 2-by-2 program. The 2-by-2 program has a training curriculum, but it has not been recorded in a written or video format. The purpose of these resources is to support the 2x2 leaders' work, as well as share these resources with churches, evangelists, teachers, and leaders, including those not connected with DOOR.

Deaf Christian communities, and their leaders, lack resources to address various issues they face in all areas of their life. The Resource Development team, will work together to develop materials that are relevant to meet those needs.

The aim is not to teach specific doctrine or support specific denominations, but to develop resources for the equipment of the Christian Deaf Community in general.

### **Principal Responsibilities:**

#### *Strategic Planning*

- Research among churches, pastors, teachers, evangelists, and 2x2 leaders, to find the main issues they face and the resources they need.
- Develop a topic list based on the research, and prioritize them in order to work according to their needs.
- Work together as a team, discussing, researching, studying and drafting these topics from Deaf perspective, to develop the material to support the Deaf Community
- Each resource development team member will record the materials, which are discussed and agreed, to their respective sign language.
- The recorded materials will be edited and available for community check.
- Community testing will be conducted with national churches, leaders, pastors etc.
- Necessary changes will be made based on the feedback received from the community.
- Final recording and approval from a Consultant and a committee will be received before the publication.
- Distribution of these resources will be done for free via a website hosted by DOOR.

#### *Teaching*

- Be able to teach any of the topics that are developed by the team.
- Travel globally to conduct workshops, trainings, camps etc.

## *Key Attributes*

- Passionate about creating good, compelling videos on various topics to equip Deaf believers globally.
- Ability to bring creative ideas to the table while also working under specific direction.
- Ability to receive constructive criticism in healthy ways and apply feedback to video revisions.
- Ability to thoughtfully direct and engage with others who are not familiar with resource development, video production process, and techniques.
- Ability to work independently and with an international team and meet deadlines.
- Willingness to work cross culturally.

## **Team:**

The team will consist of 6 Deaf people from six different major sign languages in different parts of the world. The purpose of this variety is to make the final resources more accessible to a wider variety of Deaf communities. The representatives from various parts of the world would also be able to easily enter/exit countries from the region, particularly in closed countries.

## **Training:**

### *Location*

This team will be trained probably in Kenya.

### *Duration*

The team will initially train for 6 months, learning the 2-by-2 process well. Following this, the team will work on the resource content for 3 to 5 years. After a fair amount of content is completed, the team will be divided into two groups. One will focus on resource development and the other will focus on training.

## **Salary:**

The salary of each of the Resource Development team members will be set according to the wages of their country. This amount will be slightly decreased during their stay at DOOR Africa facilities, as basic services, food and stay would be covered by DOOR. Upon returning to their respective countries, the salary amount will return to what was initially agreed.

## **Time Off:**

During the 3 to 5-year period in Kenya, each December approximately one-month vacation will be given to team members. Those members who are single may return to their home country each year to spend the time with their families. For team members who are married or have children accompanying them in Kenya, the cost of returning to their home country is higher, and thus they would be supported by DOOR to return only every 2 years.