

International Worker Candidate Process

part one



INQUIRY

Take your time to gain clarity

Talk To Your Pastor

Before talking to us, talk to your pastor/church leadership about your interest in a career on global mission.

Get their guidance and support from the start.

Self Reflection

Download and work through our guide for going global: cmacan.org/discern

Connect With Us – Inquiry Form

After the above steps you believe it's the right time to continue down this path, go to cmacan.org/PIF to fill out the Preliminary Inquiry Form.

This connects you to our Candidate Development Office (CDO). This office is your primary contact through the entire process.

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DISCERNMENT

1 month

Inquiry Reviewed

Our CDO will review your inquiry within 2 weeks of receiving it and set up a time to call.

Conversation

On our call we will discuss and discern:

- *Is a mission career the right path for you?*
- *Is the Alliance the right fit for you?*
- *If the Alliance is a fit, what are the next steps to take?*

Choose A Path

If we decide to continue together, we move to the next phase of a Development Plan for becoming an international worker (IW).

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DEVELOPMENT

Depends on training needed

Prepare

We develop people to serve internationally as: support staff, as professionals, in Compassion/Justice, in Church development, and in 2-year Apprenticeships.

The Development Plan addresses your needs for appropriate education, professional and ministry skills, and personal and spiritual development.

Preliminary conversations begin with Regional Leadership about roles and potential locations.

Licensing

IWs are required to be 'licensed' workers. When your development plan is nearing completion, the CDO will initiate a process with your [closest Alliance District Office](#) to have you approved for licensing as an official worker. The license is granted once you have completed all screening and been given final approval from C&MA leadership (Stage 5).

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International Worker Candidate Process

part two



DIRECTION

4-6 months

Assessing For Assignment

The CDO (Candidate Development Office) initiates screenings such as; medical, psychological, and language aptitude to assess your suitability and appropriate placement in a cross-cultural environment.

Completion of any outstanding development activities.

Location Decided

Preliminary conversations started in the *Development* stage will now increase between you and Regional Leadership to finalize your international assignment.

Screening Complete

Completion of all medical and psychosocial screening must be completed before the next stage.

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DECISION

1-3 months

Pre-Appointment Interview

This interview is the last stage of screening before you are recommended to leadership for a final decision on your deployment as an IW.

It will focus on your personal, professional, and spiritual readiness to be sent.

Based on this interview and the results of your screening, we proceed to the next stage...

Approval For Service

Apprentices and candidates who are funding themselves, or receive only partial funding from the C&MA, receive approval from our Leadership Team and move directly to the *Deployment* stage.

Those who will become fully funded IWs, based on the recommendation from the leadership team, receive their final approval by the C&MA Board of Directors (spring and fall meetings).

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DEPLOYMENT

Timeline focuses on a June Pre-Departure Orientation (PDO) before deployment

Official Appointment

You will receive an official letter of appointment, outlining your assignment location, terms of employment, and any remaining screening and documentation that we require.

Departure & Deployment Logistics

You are assigned to a Regional Services Coordinator who coordinates the logistics of sending and keeping you on the field.

Orientation

You attend our 9-day PDO and are then deployed overseas, to work directly with your Team Leader and Regional Developer.

Congratulations!

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