



EXECUTIVE DIRECTOR

OPPORTUNITY PROFILE

Presented by The Dingman Company

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An amazing story of God's grace and provision to create a 1,000-student Christian university in Zambia that will grow to 2,000



NORTHRISE UNIVERSITY OVERVIEW

Northrise University (NU) is a Christ-centered university that inspires hope in the lives of Zambians. The cornerstone of the University is a commitment to prepare people for professional and voluntary leadership in the church, in schools, in government and in the business community. NU shares in God's vision to empower the people of Zambia, believing that true Christian service is born out of reflection, study, intellectual investigation, and personal involvement in some form of ministry.

NU is a fully accredited university, strategically located in Ndola, Zambia. The University is dedicated to delivering the highest quality of education through a comprehensive approach to teaching, research, and learning. University enrollment is approximately 1,000 students.

Since its inception in 2004, NU has attracted local and international students who receive training in various academic disciplines at undergraduate and postgraduate levels. A leader in education innovation, Northrise offers 11 degree programs in Business, Information Technology, Nursing, Law, Human Resources and Theology. Construction for the School of Engineering begins spring 2023.

As devoted Christians, we believe a person's life cannot be complete without a personal relationship with God. At the same time, we are aware men and women must be equipped to thrive in their personal lives and careers. We share in God's vision to empower the people of Zambia, to bring economic revitalization, and to foster an environment of both spiritual and economic hope.



HISTORY

From God's initial vision revealed to Dr. and Mrs. Zimba in 1988 through the present day, the [ever-unfolding story](#) of NU is one of faith, hope, and tireless dedication to creating a thriving, diverse, and dynamic community unified as a Body of Christ. And more, this vision goes far beyond the four corners of the Campus. Through God's faithfulness, Northrise graduates have gone from classroom to education, government, ministry, the mission field, nursing and business making a significant impact in their families and communities, the nation of Zambia, and the world. God is still writing the next chapter of Northrise's amazing story.

DR. MOFFAT AND DOREEN ZIMBA – Their Journey



Dr. Moffat Zimba is a warm and distinguished Zambian Christian leader and pastor who is passionate about impacting generations with the Gospel. He was a certified Accountant until one day he and his wife, Mrs. Doreen Zimba, strongly felt the call of God upon their lives to start a university. In faith and total obedience, they left their home country for Australia and the US in pursuit of higher degrees. Dr. Zimba received his Doctorate from Fuller Theological Seminary and Mrs. Zimba received her MBA in Technology Management from the University of Phoenix.

Dr. Zimba and his wife returned to Zambia in 2003 and co-founded Northrise University where he currently serves as President and Vice-Chancellor. Mrs. Zimba continues to serve on the university's Board of Regents and leads [Mercy House](#), a ministry to women in need which was spun off from the university.

Passionate about his faith in Christ, the pursuit of excellence, and the spreading of the gospel to touch and serve lives, he fervently serves on multiple boards both in Zambia and the US. Dr. Zimba is a humble, inspiring leader who enjoys building the relationships necessary to fund the university's growth.

Dr. Zimba is a strong voice for authentic leadership and servanthood, a mentor to pastors, organizational leaders, and young men. He also currently serves as an Elder at Ndola Baptist Church.

Mrs. Doreen Zimba is a Zambian Christian leader who has dedicated her life to serving and teaching women for the last 15 years. She began her women's ministry in 2004 alongside her leadership role at NU.



Along the journey of starting a university, Mrs. Zimba found her passion for women as she saw how much Zambian women were eager to serve God but often lacked a place of spiritual growth through in-depth study of the Word of God and fellowship. She believes that one of the key ingredients of effective ministry and impact in our communities is a dedication to study God's word, which results in a transformed mind, heart, and soul.

She served at NU as Deputy Vice-Chancellor for 18 years, leads Mercy House, sits on several advisory boards, leads an interdenominational women's Bible Study group, enjoys engaging women one on one, spending time with family and friends, cooking, and reading.



ZAMBIA

Located in south-central Africa, Zambia has almost 20 million people, English is the official language and by its constitution is officially a Christian country. There is much poverty, yet tourism, mining and agriculture and a growing middle class are improving that.

NORTHRISE UNIVERSITY INITIATIVE'S MISSION

The Northrise University Initiative (NUI) supports the operations of Northrise University and facilitates the path to long-term operational self-sustainability. While the University is currently 68% self-sustaining, 32% of total operational funding is still required to support growth in educational programs (including scholarships), faculty development, capital projects and to provide critical supplies, equipment, and technology for the University.

NUI, the US development arm of Northrise University, fully funds the US non-profit's operational budget through annual Board of Trustee member contributions. Their generosity ensures **every dollar of donor funds goes directly to support the university and its students.**

To date funding has been primarily through major donors and foundations, typically raising \$3-5M per year. Current NUI staffing besides a full time Executive Director are part-time staff in finance and communications, a full time scholarships program and events manager, and a part time partnerships manager.



NORTHRISE
UNIVERSITY INITIATIVE

CAMPUS EXPANSION

The multi-phase *Advancing the Vision* capital campaign is to support a substantial expansion of facilities on our 640-acre main university campus in Ndola, Zambia. The vision to empower the people of Zambia, one student at a time, is based on the university's ability to provide an outstanding education for the future leaders of Zambia through academic excellence, spiritual formation, and economic empowerment. Providing a high-quality and academically conducive environment for students is fundamental to achieving the vision.



Funding for Phase Three is underway to continue to advance the vision of NU. A new classroom building specifically designed for the Engineering programs is included in Phase Three, the ground breaking for this building was held on March 14, 2023. NU's graduates are in high demand, and NU can extend its transformation into new sectors of Zambia through the School of Engineering currently in development.

As NU continues to grow, demand for student housing increases. With limited off-campus housing nearby, many students make a long commute by bus, bike, or foot. These students have little opportunity to participate in campus life. This second of four planned dormitories will be transformational, especially in the near term as the School of Engineering is expected to drive enrollment growth.

You can learn more about the well-developed strategic plan for NU's campus expansion [here](#).



THE UNIVERSITY'S MISSION

To develop Christ-centered dedicated professionals and engaged global citizens devoted to the spiritual and economic transformation of Zambia and Africa.



As a Christ-centered university, NU is committed to equipping its students to become skilled and relevant professionals, ministers, and leaders who will have a lasting impact in their communities. By providing learning opportunities that enhance critical thinking, discipline, personal responsibility, character development, service and sacrifice, students are inspired to achieve excellence and lay-hold of their future.

Joining this Christ-centered institution is more than joining a university — it is belonging to a family, being a help to those in need, and above all, a community dedicated to changing a nation.

Transformation...one student at a time





Academic Excellence

In our quest for excellence in teaching, learning, and research, our students are inspired to develop critical thinking skills and learn personal responsibility, character development, sacrifice, and servant leadership from a Christian worldview. As a result, students are prepared and empowered to become leaders, entrepreneurs, and creative thinkers in their profession and ministry.

Spiritual Formation

A Christ-centered environment creates the foundation and platform for students to grow spiritually, emotionally, and intellectually. Classroom devotions, dorm Bible studies, one-on-one discipleship, service learning, and weekly chapel services provide students, faculty, and staff the opportunity to encourage one another towards an authentic Christian walk.

Economic Empowerment

A NU education creates a strong foundation for personal and professional growth. NU graduates are empowered to improve the standard of living for their families and communities. An educational opportunity combined with a Biblical worldview provides the ethical and moral fiber for sustainable change and trust in the marketplace. Educated in Zambia and staying in Zambia, NU graduates are leading and transforming Zambia economically, spiritually, and culturally.

THE VISION

We envision a future in which Zambia boasts of having the “#1 Private University in southern Africa” - Northrise University. Each student educated by NU advances this vision for Zambia and has transformed one student at a time. At our century mark in 2104, we envision 80,000 alumni each making a difference in their community and transforming Africa. NU stays on track toward this vision with a strategic plan led by our Founders and Board of Regents.

Transforming Zambia one student at a time relies on our culture of and commitment to being excellent at what is good. NU interprets our expression of being excellent at what is good as a Christ-centered university. To be a model of excellence for teaching and learning; a learner-centered academic community that challenges, advances knowledge, and improves the economic well-being, quality of life, and spiritual vitality of its students and staff.

As a center of academic excellence, NU aims to

- Enhance its position as one of Zambia’s research and teaching universities and measure its performance against the highest international standards
- Provide the highest quality learning and teaching environment for the greater well-being of its students and deliver a comprehensive and community-required educational portfolio
- Produce graduates fully equipped to achieve the highest personal and professional standards
- Make a significant, sustainable, and socially responsible contribution to Zambia and the world, promoting health and economic and cultural well-being

There are Four Strategic Imperatives to the Vision

Construct Campus facilities to enable educating more students	Achieve sustainable operations for the university
Develop and maintain a world-class faculty	Create a spirit of discipleship among the NU community, where love is felt and hard work is seen and rewarded

Core Values

At NU, God Inspires Core Values

- **Commitment & Dependency:** We desire each day to follow and honor the Lord Jesus Christ in all we do by being His committed disciples and acknowledging our dependence on Him through prayer, worship, and obedience.
- **Love and Service:** We seek to be a place where Christian love and service are evident, and we are committed to respecting and treating all people as equals.
- **Leadership:** Following Jesus, our goal is to lead by example and by servitude. By being this type of leader, we can properly train and equip our students.
- **Faithful Stewardship:** We desire to honor our God by being thankful, faithful, and respectful of all resources that He provides for us as we use them to His honor and glory.
- **Biblical:** We desire to be guided by the Holy Spirit, living out a biblical worldview through academic study, a meditation on Scripture, prayer, and community action. Learn more about [NU's Biblically Oriented Education](#).
- **Faith:** We recognize that God's evangelical mission has made us into a redemptive community that, acting out of faith, is being transformed into the likeness of Christ.
- **Spiritual:** We pursue the spiritual development of all University students and staff members.

The Functions

The functions of NU include:

- Encouraging undergraduate and postgraduate study and research
- Providing facilities and courses for Zambians and international students for higher education generally and particularly for professional occupations
- Awarding undergraduate and postgraduate degrees, diplomas, and certificates, whether in its own right or jointly with other institutions.
- Creating and communicating knowledge by means of teaching and research of the highest quality
- Fostering lifelong learning in graduates and others alike
- Encouraging students to maintain the highest ethical values wherever they serve
- Pursuing community activities that benefit society at large.

In the exercise of its functions, the university pays special attention to the laws of the Government of the Republic of Zambia. For more information, click the link below to access the student handbook. [Northrise University student Handbook](#)

"Time at Northrise prepared me for business. In nine years, our business has grown from 3 to 40 employees and from operating as a local firm to becoming an international group of companies."

– Northrise graduate

NU offers eleven undergraduate and graduate programs from several disciplines: Business, Information and Communication Technologies, Theology, Law, Health and Social Sciences, and Education. An Engineering program is slated to start shortly.

Undergraduate Programs (7)

- Bachelor of Business Administration (BBA)
- Bachelor of Finance and Accounting (BFA)
- Bachelor of Laws (LLB)
- Bachelor of Information Technology in Web and Software Development (BIT(WSD))
- Bachelor of Science in Computer Science (BSc(CS))
- Bachelor of Science in Nursing (BScN)
- Bachelor of Theology (BTh)

Graduate Programs (2)

- Executive Master of Business Administration (EMBA)
- Postgraduate Diploma in Teaching Methodology (PGDTM)



EXECUTIVE SUMMARY

The Executive Director of NUI is responsible to propose and upon the NUI Board's approval to implement budgets, plans, policies, and programs to accomplish the mission and support the financial requirements of NU. The Executive Director of NUI leads communications and marketing efforts within the US to raise funds, to build strategic partnerships and to promote prayer and such other engagements as necessary to achieve the mission of NU. The Executive Director of NUI is responsible to recruit, develop, assess, and as necessary, to replace staff.

Reporting Procedure and Review: The Executive Director of NUI reports to Dr. Moffat Zimba (founder and president of NU and on the NUI board) and Jeff Goble (chairman Board of Regents, chairman NUI and Interim Executive Director) through regular reporting and periodic reviews.

RESPONSIBILITIES

The Board of Directors

- To propose budgets, plans, policies, and programs to the Board, and upon approval, to implement budgets, plans, policies, and programs to accomplish the mission and support the financial requirements of NU.
- To cultivate the involvement of NUI and NU board members as financial supporters of NU.
- To advise the NUI's Board in a timely manner concerning emergent issues.

Northrise University

- To work supportively with the President and Provost of NU in the preparation of budgets, communications, marketing efforts, and funding campaigns for designated projects of NU.

Personnel

- To recruit, review, and as necessary, replace personnel. Adding to the development team as donations grow is anticipated.
- To ensure that personnel have accurate, updated job descriptions and annual reviews.
- To cultivate a positive atmosphere of trust, respect, appreciation, and love for Christ.
- Plan, budget and promote staff development, perpetuate a high performance and continuous improvement culture that values learning.

Administration

- To oversee and assess the operations of the organization – solving problems, optimizing efficiency, eliminating unnecessary expenses, and planning needed expansion.
- To ensure that needed equipment, technology, and training are in place to support the staff and operations of NUI.

Communications and Marketing

- To follow up on the current strategic plan, propose and implement necessary modifications and engage in future strategic planning.
- Identify, nurture, and grow new and existing target audience segments, particularly in the major donor space.
- To establish, measure and report on key performance indicators (KPI's).

- To engage major donors personally as well as supervise major donor strategies.
- To engage foundation leaders personally as well as supervise foundation strategies.
- To supervise planning and execution of campaigns to engage churches and other organizations in supporting NU.
- To supervise planning and implementing e-mail and postal communications to constituents.
- To explore and test social media strategies (e.g., NU website, Facebook, YouTube, Instagram, Twitter) to identify and expand supporters of NU.
- To supervise NU's presence at strategic 3rd party events and conferences.
- To lead efforts to secure strategic endorsements and partnerships for NU (e.g. denominations, Christian leaders).
- At its current size, this position is primarily that of a friend-raiser/fund-raiser. As revenue grows, additional development staff can be added.

OPPORTUNITY

For the right person, this is a superb ministry opportunity to support the spread of the Gospel in Zambia and Africa through Christian higher education and strengthen followers of Jesus Christ who face difficult challenges there. NU's mission strikes a responsive chord with evangelical Christians worldwide.

The organization has a history of success in achieving its mission, there is an effective Board of Directors and team in place, the reputation of the organization is excellent, there is good momentum and the potential to impact and grow the organization is significant.

The NUI Executive Director can live anywhere in the United State sand his/her current team members are distributed. Given that the majority of major donors are in California, Arizona and Texas those would be advantageous locations.

POSITION DESCRIPTION

Reports to: President, Northrise University

The Executive Director will direct the NUI, a U.S. registered 501(c)(3) organization, to identify and prioritize friend-raising and fundraising opportunities to achieve and extend the vision of NU. Additionally, the Executive Director is expected to work directly with the Board of Trustees to facilitate capital campaigns and with NU representatives to develop and promote specific University programs.

JOB QUALIFICATIONS

- Mature Christ-centered person committed to Christ and his Word, a local church, and the Church Universal.
- Heart for ministry with a Kingdom view
- Bachelor's degree
- Proven executive experience as senior leader and administrator including the following:
 - Integrates leadership skills with spiritual graces and prayerfulness.
 - Treats all with whom he/she works, regardless of position or title, with respect, integrity, hope and charity.
 - Develops, leads, and executes operational and strategic goals which move the organization to measurable and attainable success.
 - Staff supervisory experience including recruitment, hiring, professional development, and review of staff.
 - History of successful fundraising (or sales), including established and positive relationships, success in reaching goals, and ability to cultivate both individuals and organizations to be financial and prayer supporters for support.
 - Strong written and oral communication skills.
 - Self-initiating and results oriented.
 - High emotional intelligence, truly excellent interpersonal skills.
 - Proven results as a collaborative leader, able to bring out the best in others, ability to take counsel and insight from others with grace.
 - Strong listening skills.
 - Ability to work in a collaborative and cooperative manner with the President of NU, who is the primary person responsible for the direction of NU.
 - Ability to travel 10-20% , as necessary, on behalf of NU
 - Technical, organizational, budgetary, and financial skills and abilities sufficient to lead the strategic imperatives of the operation.
 - Previous work in Zambia is not a prerequisite, but candidates will be asked about their knowledge for fund raising for an international Christian non-profit. Having lived abroad is helpful...effectiveness in cross-cultural relationships is important. Note: Bruce Dingman visited NU, met the staff and saw the programs. He would be glad to answer any questions.
 - 5 to 10 years work experience in fundraising for nonprofit, ministry, university, foundation, or sales.
 - Ability to implement and manage fiscal control and budgeting
 - Willing to serve a minimum of five years and hopefully 10+ years

Responsibilities

- To develop the necessary financial and prayer support for NU in the US
- To reinforce the present volunteer and financial support base and extend it to support continued growth of NU
- To execute the communication plan with existing and potential supporters (individuals, churches, foundations, and other organizations)
- To work with University representatives, trustees and, most specifically, NUI representatives to establish and implement annual plans for achieving the NU vision
- To participate in the development and periodic updates to the Northrise University Strategic Plan

- To be the "face and voice" of NU in the US
- To lead the US effort while being a Godly example of integrity, maturity, and humility
- To recruit, develop, and lead NU's US-based staff
- To develop an annual operating plan for NUI, in conjunction with University representatives and the Board of NUI

Duties

- To provide oversight and administration for the central staff of NUI
- To establish working relationships with the Board of Trustees to facilitate capital fundraising programs
- To work with NU faculty, students, and staff to coordinate and implement programs (non-fundraising) on an as-needed basis as directed by the President of NU
- To attend quarterly NUI Board of Directors meetings and facilitate annual Board of Trustees meetings.
- To participate in quarterly Board of Regents meetings.
- To travel as necessary to develop donors, facilitate events in the US, and to Zambia.
- To provide financial accountability for NUI and the Board of Trustees
- To provide monthly activity/fundraising report to the President of NU, Chair of the NUI Board of Directors, and Chair of the Board of Regents and Chair of the Board of Trustees



SEARCH AND SELECTION PROCESS

NU/NUI and The Dingman Company are committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including NUI, without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking will require the candidate's permission to access third parties. The search consultant and the search committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.

Applicants will initially be asked to submit a thorough resume and respond to a questionnaire. The next step will be a Zoom interview with Bruce Dingman. Once the search committee has chosen the top four candidates the references will be checked and background checks run. Then spanning two days this summer the top four will be interviewed in Scottsdale, Arizona.

For further information on this position, please contact:

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