



West Coast Regional Manager

Seattle, WA (Required) · Work from home or co-working space · Full-Time

About FaithTech

FaithTech began in 2016 with a single city and a conviction that Christian technologists, gathered in community, could do something the world needed: build technology that reflects the way of Jesus. Ten years later, we are a global ministry of 50+ cities across 20+ countries, with more than 25,000 connected believers and a flagship Create program that produces redemptive technology in the context of community. We exist to awaken a Jesus revival in and through technology all over the world by practicing redemptive technology design. As we move from a decade of opportunity into a decade of prophetic responsibility, we are scaling with intention, deepening the health of every community we serve and building the muscles of long-term faithfulness across our network.

About the Role

The North America region is FaithTech's largest region. We are home to 20 active cities, and we are growing toward 30 by the end of 2028. However, growth without health is not the goal. Our deepest conviction is that the health and faithfulness of the leaders we already have is what determines whether the next decade of FaithTech bears the fruit we are praying for.

Until now, the work of caring for, coaching, and expanding North America's cities has lived primarily with the Regional Director. As the region scales, that model needs to adapt. The West Coast Regional Manager exists to lead the western half of the region: galvanizing our leaders to cultivate healthier communities, helping them to execute our Create Program well, raise local funds, invest in our volunteers for the full length of their calling, alongside the pioneering work of recruiting new leaders and launching FaithTech in a few new cities across the West Coast.

You will steward a portfolio of cities spanning the western half of the North American continent plus the new cities that emerge on the West Coast during your tenure. Today these cities are served by ~35 covenanted volunteer leaders. Over the next three years, we want to see that number grow to 60+, and we want to see 3+ new cities launched. That means improving how we recruit, train, coach, and launch new cities.

This role reports to the Regional Director of North America, who will supervise and coach this hire directly.



Who You Are

- **A coach at heart:** You believe people grow most when someone takes the time to know them, set the bar high, and walk alongside them as they reach for it. You have done this work before, in some form, and it energizes you.
- **A builder and gatherer:** You have catalyzed a new movement from scratch before: a community, a ministry, a team, a company. You know how to walk into a room of strangers and leave with co-laborers.
- **An operator with pastoral inclinations:** You drive outcomes and hold accountability, but the way you do it is shaped by deep care for the people you work with. Your firmness is rooted in Jesus-centered humility, not authority based on your title.
- **A creative problem-solver:** When a Create Cycle stalls or a city loses momentum, you sit with the specifics, generate options, and know how to chart the course forward.
- **A discerner:** You can read what a leader needs in a given moment, which can often be different from what they are asking for. You know when to push, listen, celebrate, or pray.
- **Spiritually grounded:** You bring a clear love for Jesus and a desire to see Him glorified through this work. Your discernment and your coaching flow from a life of prayer.

Critical Competencies

As a manager of volunteers, you will need to come into this role with demonstrated experience coaching, managing, or shepherding volunteers, leaders, or community members through sustained relationships over time. More specifically, here is what we're looking for:

- Substantial Experience launching or significantly growing a community, ministry, chapter, or team, ideally across multiple locations.
- Substantial Experience developing fundraising or budget plans, ideally in a nonprofit context, with the ability to coach others to do the same.
- Substantial Familiarity with running end-to-end cohort-based or program-based experiences (e.g. hackathons, accelerators, fellowships, or similar) from initial ideation to project plan to retrospective.
- Strong written and verbal communication, with the ability to move between operational, strategic, and pastoral capacities fluidly.
- Proficiency in Airtable, Asana, Notion, Slack, and Claude (or comparable tools), with strong instincts for clean systems and documentation.
- Significant competence with AI tools and a clear sense of how they can reduce friction in high-volume relational work, while not off-loading your critical thinking to AI.
- Comfort with travel (fluctuates, but approximately monthly) to support city visits, city launches, Create Cycles, regional gatherings, and the annual leader gatherings.
- Comfort working in a faith-formation context where prayer, calling, and discernment are integrated into daily work.



Key Areas of Responsibility

Leader Coaching // ~30%

Each covenanted City Lead on the West Coast will have a one-on-one with you 1-2x/month. Beyond cadence, the work is to know each leader well enough that you can coach them, hold them accountable, and care for them as whole people: not just as a function of the city they steward.

- Hold regular one-on-ones with every City Lead in your portfolio, with appropriate touchpoints across the remaining four leader roles: Create, Meetups, Communications, Prayer.
- Develop and steward an individualized Leader Health Plan for every covenanted City Lead, including spiritual rhythms, role-specific development goals, and capacity management.
- Develop and steward an individualized City Health Plan for every active city in your portfolio, refreshed bi-annually, capturing current state, growth goals, leadership composition, and key risks.
- Track health metrics across the West Coast, including covenanted leader density (toward our 5 leaders/city average target), Create activation, meetup health, and leader retention
- Provide pastoral care and prayerful support as leaders navigate hard seasons, knowing when to walk alongside and when to refer them to professional or pastoral resources beyond what FaithTech can provide.
- Hold the line on accountability with care, naming when leaders are not delivering on their commitments and helping them either re-engage or transition with dignity.
- Facilitate a quarterly City Lead peer cohort, building horizontal relationships between leaders and reducing the isolation that some of our City Leads experience.

Create Program Activation & Coaching // ~20%

By the end of year one, our goal is for **90% of West Coast cities to be running Create locally**. This is a firm target and a central operational lift of the role. You will be the primary coach and accountability partner for Create Leads across the West Coast, working in close partnership with the VP of Cities & Create and our Program & Content Managers to ensure cities have what they need to launch and sustain healthy Create programs.

- Coach Create Leads through the new [Playbook 2.0](#) Create Cycle (Lament, Discern, Build, Steward), including troubleshooting stalled cycles, harnessing our Pathfinder process, navigating partner relationships, and helping teams move projects from prototype to deployed product.
- Drive West Coast cities toward the 90% Create activation goal, working city-by-city to identify what is blocking activation and removing those blockers in partnership with the local team and Regional Director as needed.



- Partner with the Managers of Program & Content to develop, refine, and distribute the resources Create Leads need to run the Create Cycle well, including making new templates, methodologies, and tooling as needed.
- Facilitate a quarterly Create Lead peer cohort to share best practices, surface common challenges, and build a sense of shared mission across our West Coast cities.
- Identify regional and city-level partnership opportunities (with nonprofits, subject matter experts, and ministries) that strengthen Create programs and connect them to real Kingdom impact
- Capture stories of impact and surface them to the broader FaithTech network.

Local & Regional Fundraising // ~20%

We believe that healthy cities raise local funds. This is a responsibility meant to be accomplished in collaboration with our VP of Philanthropy and Regional Director of North America and it is written into this role deliberately: by Year 4, this position and our West Coast programming will be primarily sustained through the regional fundraising capacity you cultivated.

- Develop and execute a West Coast fundraising strategy in partnership with the Regional Director and VP of Philanthropy, including local donor cultivation and regional foundation relationships.
- Partner with City Leads to develop a local budget and fundraising plan for every active city in your portfolio.
- Coach City Leads in the basics of donor cultivation, local funding strategy, and stewardship rhythms.

New City Launches // ~15%

The West Coast is home to some of the densest and least reached technology hubs in North America. This role owns the expansion of FaithTech's footprint across them.

- Launch at least 3 new West Coast cities over 3 years, with Portland, Boise, and Las Vegas or San Diego as leading candidates, from initial discernment through leadership team formation to running their first Create Cycle.
- Identify, recruit, and covenant founding leadership teams of 4 to 6 leaders in each new city, following FaithTech's city launch processes.
- Assist in cultivating the local church, nonprofit, and marketplace relationships each new city needs to take root.
- Steward rebuild efforts in cities that need help recruiting new leaders or becoming healthier, applying the same discernment and launch disciplines needed for new cities.

Leader Recruiting & Training // ~15%

Growth from ~35 to 60+ covenanted leaders in 3 years across the West Coast requires a steady rhythm of finding, forming, and commissioning new leaders, both in new cities and in the existing cities that need deeper benches.



- Own the leader pipeline for the West Coast: identifying prospective leaders, guiding them through discernment, and onboarding them through FaithTech's training pathway.
- Coach City Leads to identify and develop their own successors well before the question becomes urgent, maintaining visibility on which cities carry succession risk.
- Run onboarding cohorts for new leaders that build both competence in the FaithTech model and genuine peer relationships across cities.
- Co-design and co-execute the annual North America regional gatherings for our leaders, with the Regional Director: logistics, planning, and fundraising for the gathering itself.
- Participate in regular weekly team meetings, one-on-ones with the Regional Director, and cross-functional collaboration with the VP of Cities & Create, Program & Content Managers, the VP of Philanthropy, and other staff as needed.

Working Genius Profile

Primary: Galvanizing, Discernment; **Supporting:** Enablement, Tenacity

This profile is not a perfect-fit requirement, but it describes the kind of work this role demands day after day. Candidates who are most energized by these geniuses will thrive in this role.



What Success Looks Like

In your first 90 days:

- You have met one-on-one with every covenanted leader across all five role types (City, Create, Meetups, Communications, Prayer) in your West Coast portfolio.
- You have begun the structured handoff from the Regional Director, taking ownership of the coaching relationships that were previously handled by that role.
- You have a working command of the Create Cycle, our theory of change, the five leader role definitions, and the current state of each city in your portfolio.
- You have experienced the Create Cycle process firsthand in a local hackathon or Create event setting.

In your first 6 months:

- You fully own the health, coaching, and success function for all active West Coast cities.
- You have developed, in partnership with each City Lead two key plans for every city in your portfolio:
 - Create Activation plan
 - Local Fundraising plan
- You are running consistent one-on-ones with every City Lead and have the first quarterly City Lead peer cohort underway
- You have begun discernment and relationship-building in at least 2 new city launch candidates (e.g. Portland, Boise, or Las Vegas/San Diego)

In your first 12 months:

- 90% of West Coast cities are actively running Create locally.
- In addition to the plans above, every active city has a documented:
 - City Health Plan
 - Leader Health Plan for its covenanted City Lead (including a succession plan)
- A West Coast fundraising strategy is in place and producing its first fruit, in partnership with the Regional Director and VP of Philanthropy.
- The West Coast covenanted leader count has measurably grown from ~35 toward our 60+ leader, 3-year target.
- The West Coast regional average of leaders/city has measurably moved toward our 5 leader/city target.
- You have established the rhythms (consistent 1:1s, quarterly cohorts, annual gathering) that allow this function to scale sustainably as the region grows.



Team & Growth

You will report to the Regional Director of North America and work in close partnership with the VP of Cities & Create, Chief of Staff & VP of Philanthropy, Director of Global Operations.

This is currently an individual contributor role. As North America scales, there will be opportunities for growth within the organization, potentially including expanded geographic scope or team leadership as the function matures.

Additional Details

Location: Seattle, WA (firmly required). Work from home or co-working space, with regular presence across West Coast cities.

Travel: Approximately monthly to support cities with Create Cycles, new city launches, regional gatherings, and the annual North America leader gatherings.

Compensation:

- Base salary-range: This is a “good faith” salary range: \$65,000–\$75,000, based on experience
- Health insurance
- Retirement matching

Time Off: 15 Days PTO + a 2-week organization-wide winter break between Christmas and New Year's; in addition to 11 Federal Holidays

Type: Full-Time Employee

Target Start Date: January 2027.

AI Disclosure: We reserve the right to use AI tools to screen or filter applicants.

Equal Opportunity: We are an equal opportunity employer and we will provide accommodations for disabilities during the recruitment process.

Hiring Process

1. Application + Resume Review. Please attach a single-page cover letter demonstrating why you believe you would be an ideal candidate for this position.
2. Interview with Hiring Manager: Regional Director of North America. Candidates are encouraged to review FaithTech's [Statement of Belief](#) ahead of this conversation.
3. 2-hour Assignment.
4. Interview with our VP of Cities & Create
5. Final interview with another member of the executive team.



Cultural Alignment

Our Purpose: *FaithTech exists to awaken a Jesus revival in and through technology all over the world by practicing redemptive technology design.*

Our Pillars:

1. **It all points back to Jesus.** All of our work, accolades, and events point back to Him, not us.
2. **Led by the Spirit.** We hold our research, data, and expertise loosely so that the Spirit can lead.
3. **Take a Sacrificial Posture.** We adopt the identity of image-bearers and serve the people we build with and for.
4. **People over Products.** We believe the real impact comes from building together; community first, output second.
5. **Don't Take Ourselves Too Seriously.** We laugh, we play, we leave room for God to humble us.

The ideal candidate brings a deep love for Jesus, a desire to see redemptive technology design flourish across the global church, and a willingness to participate in the spiritual rhythms that ground our work, including daily prayer, alignment with our pillars, and a posture of sacrificial service. All staff are asked to affirm FaithTech's [Statement of Belief](#).