



CAMPUS CRUSADE FOR CHRIST  
*Building Spiritual Movements Everywhere*

## What's Involved - New Staff IR (International representative)

HRX (Human Resource ConneXion)  
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407-826-2800  
Fax: 407-826-2699  
[ReachTheWorld@ccci.org](mailto:ReachTheWorld@ccci.org)

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**Application Deadlines for New Staff Training (Registration for NST is 6 weeks before NST begins.)**

September 1 - January/February training  
January 1 - May training  
February 1 - June/July training  
May 1 - September training

### **1. Making the Initial Application**

-Fill out the **HRX New Staff IR Application** online at <http://apply.ccci.org/40>.

-Once you complete and submit the application, you will be asked to complete an **Elaboration Form** and attach it to your application.

-The references you provide in your application will receive an email with a link to fill in their reference form, including instructions on how to send it back to us.

### **2. Follow-up Material**

We may ask you for additional information regarding your application.

### **3. Staff Interview**

Every person joining the staff of Campus Crusade for Christ must have a personal interview. We will arrange for this interview to occur as close to your home area as possible.

### **4. IPP**

You will be asked to complete the **International Placement Profile (IPP)**. This will be mailed to you for completion. You will send the completed IPP to an outside evaluator. After we receive the results of your IPP, we will discuss the results with you as well as any other matters related to your international assignment. We will send you a summary sheet of the IPP for your records. There is a \$325 processing fee. The fee will be calculated into your total support goals and will be deducted from your Campus Crusade account.

### **5. Acceptance Decision**

It may take 4-6 weeks from the time we receive your completed application (which includes application, all references, elaboration form, new staff interview and IPP summary) for you to receive a decision from the evaluator. Those applying for a teaching position in an international school must also receive acceptance from the school in which they wish to teach. This may require additional time.

## **6. Placement**

Placement will be decided in cooperation with the international leadership of Campus Crusade for Christ. Your specific placement may or may not be confirmed at the time of your international acceptance.

## **7. New Staff Training**

If you are accepted to join Campus Crusade staff you will be expected to attend our **New Staff Training**. There are four training sessions held each year. The winter (January-February) and summer (June-July) sessions are approximately five weeks in length. The spring (May) and fall (September) sessions held for Mid-Career New Staff (at least 28 year old) are ten days in length.

## **8. Ministry Partner Development (MPD)**

It is necessary that Campus Crusade for Christ staff raise the funds necessary to serve. New Staff will be given MPD materials to assist them in raising support, and may raise *one-time* support for the cost of New Staff Training before the training occurs. A portion of New Staff Training will include training in developing your ministry partner team, and you may begin raising your *monthly* support after the conclusion of New Staff Training. Our Human Resource ConneXion (HRX) office will be helping to set your support goals and will find a coach to assist you in your **MPD** time. Of course, 100% of your support goals will need to be raised before reporting to your assignment.

## **9. Cross-Cultural Training (CCT)**

Cross-cultural training is required for all staff serving as International Representatives (IR's). Children are required to attend CCT with their parents. Options available are XTrack and MTI. The XTrack session, provided by CCC, runs during the months of June/July. It is required that you have 80% of your support raised before attending XTrack. MTI is another ministry which provides three-week training sessions, called Splice. The training takes place in Colorado Springs, Colorado, and you can find out about the costs and other details by going to their website at [www.mti.org](http://www.mti.org). We will work with you on the dates for MTI.

**Please note:** You will need to pay MTI upfront and then either reimburse your expenses or take a reimbursement advance from your account ahead of time to cover your expenses.

If you choose to attend XTrack, more specific information about XTrack will be mailed to you approximately eight weeks prior to the beginning of the session that you will attend.

## **10. Clearance and Reporting to your International Assignment**

You will be approved to leave for your assignment as soon as the following requirements are met:

- A. You have completed all required training (New Staff Training, CCT).
- B. Your monthly and special financial support goals are met.
- C. All paperwork is in.
- D. HRX gives you clearance to buy your tickets and depart.**

**Questions:** If you have questions about the international application/placement procedure, please contact us.