

# Ideal Candidate Profile

## Field Consultant



### C12HQ Overview

C12 is the largest peer-learning organization for Christian CEOs, business owners, and executives and a leader in the marketplace ministry movement. Founded in 1992, C12 operates Business Forums around the globe. Structured as a franchisor, we support more than 240 full-time Chairs who operate hundreds of Forums representing 4,600+ dues-paying members. Our HQ team provides systems, tools, curriculum, group formats, marketing, training, accountability, and execution support for the Chairs and Members.

C12 members participate in monthly meetings with peers for leadership development, accountability, wise counsel, and best practices to lead Businesses as a Ministry (BaaM). The content we provide equips them to achieve measurable results in the five core areas of business: organizational development, operations, financial management, revenue generation, and ministry, all anchored around a Christ-honoring cultural paradigm (mission/vision/values).

Located in over 160 major metro areas across the United States, Brazil, Malaysia, Singapore, Taiwan, Ukraine, and South Africa, C12 has a vision to scale to every major metro area in the US and across 6 continents globally. The scaling of the C12 mission requires incredibly talented and committed team members bringing a full “5C” (character, competency, calling, contribution and chemistry) readiness to be part of this endeavor.

For more information, visit [www.c12forums.com](http://www.c12forums.com).

### Our Mission

We equip Christian CEOs and owners to build great businesses for a greater purpose.

### Our Vision

To change the world by advancing the gospel in the marketplace.

### Our Values

Our mission compels us to do all things in a replicating way where we are fostering disciple-making disciples of Jesus in the marketplace. Our core values shape how we behave and go about fulfilling our mission and the accountability parameters around innovation and execution.

**Results Matter:** God measures results, and so should we.

**Gratitude:** We embrace our calling in light of God’s grace with thanksgiving.

**Pressing On:** We operate with a zeal for God’s best in all things, never settling, coasting, or quitting.

**Camaraderie:** We joyfully serve as a cadre, embracing God’s call to unity in Christ.

**Humility:** We desire God’s best and are always open to learning and correction.

**Bema Mindset:** We operate as stewards with eternal accountability in everything.

Additionally, within C12HQ, we embody the pursuit of **Buffalo Culture**, which undergirds C12’s core values and mission. You can read more about the “culture code” at [www.BuffaloCulture.com](http://www.BuffaloCulture.com).

## The Position

We are seeking a Field Consultant role responsible for stewarding the mission, goals, and objectives of C12 by supporting C12 Chairs around the country. The responsibilities of the Field Consultant will be to assist Principal Chairs with the development and execution of plans at the market level, providing consulting, coaching, and accountability to Chairs on various aspects of leading a C12 practice. This is accomplished through engagements and efforts such as facilitating Chair workshops, auditing and assessing C12 meetings for best practices, providing best practice feedback to each Chair, assisting with territory launch plans, and participating in national Chair training events. In addition, this position will provide critical input and assist in refining and developing training, new Chair recruiting, processes, and tools to serve C12 Chairs better.

This position will report to the Senior Field Consultant and serve as an extension of the Field Operations Team.

Success will hinge upon effectively coaching and affecting change through influence, accountability, and best practice sharing. This position must be comfortable with many people and confident engaging with CEOs and business owners.

C12 supports situationally accommodating working arrangements. The position is a hybrid of in-office, field travel (40-50%), and telecommuting—the percentage of each depends on the candidate's experience. However, the candidate will ideally be located in San Antonio or be flexible for increased travel in a virtual/remote scenario.

### Preferred Qualifications:

- Bachelor's degree required with an MBA preferred
- Experience working with CEOs, C-Suite leaders, entrepreneurs, and executives strongly preferred
- 2-3 years of executive coaching or sales management experience preferred
- Passionate about business, performance, nurturing long-term relationships, and solution planning with collaborative accountability is critical.
- Ability to coach professionals on best practices and effectively analyze performance data and qualitative experiences to discern trends, insights, and necessary actions.
- Build effective relationships of mutual trust and can confront and provide accountability effectively in a constructive manner.
- Excellent verbal and written communication skills
- Technology aptitude for utilizing cloud-based and a variety of digital tools in work
- Vital meeting and workshop facilitation skills
- Bias for results, strong personal initiative, the ability to work with little supervision, and be a team player

## What C12 offers employees

At C12HQ, we believe our people are our greatest asset. Our mission hinges on how we take care of one another and work effectively within the business together. We offer all employees a comprehensive total rewards program that goes beyond a paycheck that include:

- Competitive compensation
- Health Plan with Health Savings Account (HSA)
- Group Life and AD&D coverage
- Disability Insurance

- 401(k) retirement plan and match
- Responsible Personal Time Off (RPTO), maternity/foster/adoption time off
- Discretionary Profit Sharing incentive plan for all employees
- Fitness Subsidy
- Personal and professional development resources
- Tuition Discount
- Chaplain Support
- Charitable Contribution match