



# Enquirer Pack

Mission Aviation Fellowship International



**Mission Aviation Fellowship (MAF) is an international Christian organisation bringing help and hope to some of the poorest and most remote communities in the world.**

The MAF story started in 1945 when a group of Second World War pilots, who had witnessed first-hand the destruction aircraft could wreak when deployed as military might, wanted instead to use their skills and the aviation technology available to deliver relief, comfort and the transformational power of the Gospel. MAF was born.

Today, a MAF aeroplane takes off or lands every three minutes in countries where flying is not a luxury but a lifeline.

We work with hundreds of missions, churches, local groups, relief and development organisations and national government agencies. Together we deliver practical, medical and spiritual care in places with the deepest human need.

MAF International oversees programmes in Arnhem Land in Australia, Bangladesh,

Chad, Kenya, Madagascar, Mongolia, Papua New Guinea, South Sudan, Tanzania, Timor-Leste and Uganda.

We are always looking for where MAF is needed. Plans are well advanced for new programmes in Liberia and Myanmar.

Our Associate Members, MAF Canada and MAF-US, and our MAF Affiliates also run programmes across the globe, completing the MAF family worldwide.

All of this is only possible through the dedicated financial support, people and prayer provided by our Resourcing Groups based in Australia, Canada, Denmark, Finland, France, Germany, Italy, Malaysia, the Netherlands, New Zealand, Norway, the Philippines, Singapore, Sweden, Switzerland, the UK and the US.

The opportunities are great, the rewards even more so. Will you join us and be a part of our continuing story?

### OUR VISION

TO SEE ISOLATED PEOPLE  
PHYSICALLY AND SPIRITUALLY  
TRANSFORMED IN CHRIST'S NAME

### OUR PURPOSE

SHARING GOD'S LOVE THROUGH  
AVIATION AND TECHNOLOGY

### OUR VALUES

EMBODIED IN SIX KEY WORDS:  
IMPACT, WITNESS, PARTNERSHIP,  
CARE, EXCELLENCE AND  
STEWARDSHIP

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**A MAF FLIGHT CAN MAKE THE DIFFERENCE BETWEEN A HEALTHY NEWBORN WITH A LIVING, LOVING MOM AND AN INFANT WHO IS ORPHANED. MANY LITERALLY OWE THEIR LIVES TO A MAF PROGRAMME**

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**Beth Elson, Health Alliance International**



Be part of an  
**ADVENTURE**

Be part of  
*Hope*

Be part of a  
**MOVEMENT**

Be part of  
**TRANSFORMATION**

Be part of  
**RESCUE**

**We invite you to come and join us on an exciting adventure.**

For countless communities across the world, the sight of one of our small planes coming into view is a symbol of hope. It may be bringing medicine, essential food aid, school supplies, building materials or a Bible translated into a mother tongue. The sense of relief is palpable when that flight is offering the best possible chance of urgent medical attention.

MAF works to develop and maintain airstrips in extraordinary environments, turning what would have been days on foot across inhospitable terrain or treacherous hours on a boat into minutes in the air.

Your valuable skills and experience will contribute to an operation that often overcomes barriers, the elements, the clock and the odds. The prize is knowing that your involvement plays a part in the life-changing transformation of isolated people in need. Being used by God in this way in your day job is hard to match.

As part of a Christian mission, our international staff are involved in promotions and support-raising in churches, leadership of prayer and bible studies and other mission activities, so we are looking for people of faith with strong spiritual maturity to be members of our multinational interdenominational team.

Our staff have made the choice to serve with MAF because they truly believe in its vision and want to immerse themselves in a unique Christian ministry, fostering special relationships and deep friendships

and sharing Christ. The opportunities here are boundless.

You will be welcomed into a warm and supportive family of 1,300 staff, using 130 aircraft in 25 countries serving 1,700 communities and 1,500 organisations, for whom MAF is a crucial partner.

We work closely with some phenomenal people and it is an inspiration to have such

an integral part in a myriad of projects. Doctors, teachers, relief and development workers, church and mission teams, even local produce growers could not do their jobs without MAF.

We invite you to consider using your gifts and abilities to serve God with us. Be part of a global movement. Be part of something bigger. Be part of MAF...



"I have a desk job, in front of a computer, but my team are based throughout Papua New Guinea, which allows me the privilege of visiting them and seeing different aspects of PNG culture. While flying to the other bases I occasionally get to see medevacs or people buying things out of the Bible boxes. This a brilliant opportunity to be reminded of why I spend most of my time at my desk. I'm not trying to make our operation more efficient to earn more money for a faceless corporation; my team and I are trying to make our flying programme more efficient to allow more people to take MAF flights so that remote bush communities will have a better lifeline to the outside world, women will not die needlessly in childbirth and people will be able to read the Bible in their heart language. Nowhere else can you get that level of job satisfaction from sitting behind a desk!"

**Siobhain Dales, Ground Operations Manager, MAF in Papua New Guinea**



**Sam Baguma, Chad's Programme Manager, climbs into the Cessna Caravan next to Canadian pilot Phil Henderson for a flight to pick up a medical team.**

As the plane heads to the greener south, Phil and Sam drink hot coffee from Phil's Thermos flask and joke that they are sitting in first class. Sam clearly enjoys this diversion from the office, offering his hand and a sincere smile to everyone he meets on the ground in Lai where the doctors and nurses will begin one of their two-day clinics before flying to the next remote village. Sam prays with them before wading through the mass of children surrounding the plane and heading back to the capital.

For Sam, developing and nurturing relationships with partners is critical to managing the Chad programme so that includes getting out and about and personally meeting them in their places they work.

"I feel that what I bring to MAF is what everybody else brings," Sam says, listing dedication to service, a deeper calling, recognising that God has given His people gifts to serve Him in any capacity. "I feel I'm able to do it because it's God who has actually empowered me."



This is Sam and his wife Abby's first full-time assignment with MAF and they have willingly been thrown in at the deep end. Chad is nothing like Uganda, from where Sam hails and where he served MAF as finance manager and then acting programme manager for a total of 16 months. Everything from the physical landscape to the weather and the culture is different.

"We said we were happy to go wherever the need is," Sam recalls, "and were told that the needs in Chad were great."

"We were very excited because from a family standpoint, we were at that stage where

the children are not yet going to school, and they are still very young and we could be adventurous enough to go wherever MAF needed somebody to go," added Sam, the Baguma family completed by daughters Rachel and Rebecca.

"I'm very excited to work here with MAF," Sam adds, "but one thing I can clearly tell you is that you don't have to be a pilot to work in MAF. I'm not from a particular aviation background. I'm an accountant by training. I grew up in a not very wealthy family. But what I received, I can actually use that for Christian ministry. I want to use the gifts that God has given me."



**We can offer you the opportunity to join a dedicated group of Christian professionals, committed to showing the love of Christ through serving isolated communities across the world.**

You will have experiences of a lifetime that you will want to share with friends and family. We also believe you will develop your professional and personal life skills, as well as your faith.

All our international staff are asked to commit to a minimum four-year term of service. They are also required to be supported, both financially and in prayer, usually from a sending church but also by friends and other churches.

You will receive a financial living allowance, accommodation, medical cover and leave for holidays and home visits. For families joining MAF, we also provide allowances, which include support towards your children's education.

All benefits are tailored to individual programmes and locations and take into account local conditions.

The final package you are offered will be determined by the national Resourcing Group you belong to, which will support you while you are in the field.

We know the prospect of raising support can be daunting, however, we are here to help with all the training, guidance and tools you need to succeed.

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**SURE, I LOVE ADVENTURE BUT THERE ARE EASIER, CHEAPER WAYS TO GET THE ADVENTURE FIX. NO, WE DO IT FOR THE PEOPLE. WE DO IT TO HELP AND TO SERVE, IN THE NAME OF JESUS. AND TRUST ME, YOU CAN'T QUANTIFY THAT WITH A PAYCHECK OR COMPARE IT TO A BENEFITS PACKAGE. WHAT WE DO PROVIDES A LEVEL OF SATISFACTION AND JOY AND FULFILMENT THAT CAN'T BE MEASURED IN NUMBERS**

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**MAF pilot Dave Forney**

### PRE-FLIGHT CHECK LIST

If you can check all these boxes, then we want to hear from you:

- Agree with MAF's Vision, Purpose and Values
- Committed Christian, willing to promote MAF in both your home country and overseas
- Able to provide evidence of skills, experience and professional qualifications relevant to the role
- Prepared to organise ministry support with home churches including fundraising
- Willingness to live and work in uncomfortable climates, with numerous potential hazards and challenges





**If you meet all the criteria in the pre-flight check list, then we really want to hear from you and you could soon be ready to embark on an exciting and rewarding career in MAF.**

Our objective in all recruitment is to ensure the person most suited to the role is appointed and then subsequently supported and trained to thrive in all they do.

When a married person is being considered for an overseas role, both spouses are required to be assessed throughout the process.

Your application will be handled by the MAF International Recruitment Team, working alongside a MAF Resourcing Group.

Every person's route into MAF is different and the average time taken from

application to flying for MAF in the field is around nine months – although this journey time can be shorter or longer depending on experience and ability to fundraise.



**The process for recruitment, selection and appointment of MAF International staff is split into six key phases:**



**CHECK IN:** Initial inquiry - handled through the MAF International Recruitment Team and Resourcing Groups to gather further information and to explore opportunities and potential fit to a role.



**DEPARTURE LOUNGE:** Application process – this includes submission of application form, CV, technical information and references. This stage will also include initial formal interviews with candidates focusing on spiritual life, calling and personal maturity.



**BOARDING:** Technical and professional evaluations - including aptitude and technical assessments for pilots and engineers. For those wishing to work overseas, a physical medical and a psychological assessment will be required.



**TAXI:** Formal interview - focusing on professional skills along with behavioural and competency-based assessments. For spouses wishing to accompany a jobholder on an overseas assignment, there will be a separate interview to establish their suitability and aspirations as part of the MAF family.



**TAKE OFF:** Acceptance and offer – for those applying to work overseas this will be conditional on the successful completion of all preparation phases including personal fundraising, technical standardisation courses and a pre-field orientation programme.



**LANDING:** Buckle your seatbelts for the final stage as you make your way into the field. This will include a general induction into the organisation, cross-cultural appreciation and how to maintain personal safety and wellbeing. And once you land in programme, we ensure the role induction and training continues, including language training as appropriate, to ensure your journey in MAF continues as smoothly as possible.





**If you do not meet all the criteria in the pre-flight check list, or if a four-year commitment to MAF is not for you, then there may be other opportunities and avenues to explore. The recruitment team would be happy to discuss these with you.**

Our vacancies are varied so please do get in contact to make sure you are fully aware of all the roles we have available and their requirements. Your skill sets might be appropriate in more than one place within the MAF team.

Often our vacancies can include finance managers, engineers, IT technicians, administrators, instructors, home school support teachers, construction managers, facilities managers, logistics managers, programme managers, building maintenance staff, quality managers, operations managers, communications specialists and, of course, pilots – the list goes on with every role absolutely vital to the work we do.

And that's just in operations overseas. At home, we have a need for volunteer advocates with a range of skills, all passionate about sharing God's love through the work of MAF.

Whoever you are, whatever your background or life experiences, the



chances are there is a part you can play in the MAF mission.

Please get in touch to find out more. Use the table, right, to find the details of the recruitment contact in your country and please do send them an email.



**CONTACT US:**

**Australia** - Kuren Galant  
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**Canada** - Caroline Weiler  
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**Denmark** - Ojvind Thomasen  
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**Finland** - Janne Ropponen  
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**France** - Jean Peterschmitt  
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**Germany** - Stefan Hageneier  
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**Italy** - Luca Guadagno  
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**New Zealand** - Mark Fox  
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**Sweden** - Leif Larsson  
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**Switzerland** - Hansjorg Leutwyler  
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**The Netherlands** - Reina Folkerts  
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**United Kingdom** - Rachel Phipps  
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**USA** - Ron Hilbrands  
rhilbrands@maf.org

**If you are from a country not listed above, then please contact the MAF International Recruitment Team at: [mafi.recruitment@maf.org](mailto:mafi.recruitment@maf.org)**

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IT'S A PACKAGE DEAL; YOU GET TO FIX  
AIRCRAFT, WORK WITH A GREAT BUNCH  
AND SERVE GOD AND THE PEOPLE  
THROUGH THE AMAZING MINISTRY OF MAF

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Rob Hovenden, hangar foreman, Arnhem Land

