



MEETING THE
DEEPEST NEEDS

IT & Data Systems Lead

Organization

Established in 1942, AMG International's mission is driven by Jesus' example of compassionate ministry for the lost and His command to make disciples among every nation, tribe, and language. Our fundamental calling, in support of the local church, is to encourage, equip, and develop Christ-centered national leaders to advance the gospel and transform communities and nations through the power of the gospel. We accomplish this by enabling nationals to utilize appropriate strategies for their specific contexts, including leadership development, pastor training, church planting, child and youth development, vocational training, medical care, evangelism through the media, and disaster relief when required.

Position Summary

AMG is seeking a mission-driven IT and data professional to strengthen our organization's capacity for growth. This role combines technical expertise with strategic insight to build the data and analytics capabilities and infrastructure that fuel donor acquisition, retention, engagement, missions project management, and overall organizational effectiveness.

This position will design and implement advanced analytics, reporting systems, knowledge systems, and AI-driven tools that empower decision-making across departments. The role partners closely with Finance, Advancement, and Missions teams to optimize AMG's CRM ecosystem—including Salesforce, the AMG website, and related platforms—to support donor engagement, missions project management, reporting, and long-term ministry growth.

Key Responsibilities

Data Infrastructure & System Optimization

- Manage and optimize AMG's CRM and other systems, ensuring accurate and timely data flow.
- Design and maintain automated data pipelines and integrations across Salesforce, Power BI, Business Central, the AMG website, and external systems.
- Increase automation and reduce manual processes through system integrations and workflow improvements.
- Oversee third-party IT support services related to data infrastructure, security, domain management, and cloud-based applications.

Analytics, Reporting & Business Intelligence

- Develop and maintain advanced reporting and knowledge sharing solutions.
- Provide department managers with customized insights to support strategic goals and operational needs.
- Deliver AI-driven analytics that deepen understanding of donor behavior, fundraising trends, campaign performance, and project outcomes.

Donor Insights & AI-Driven Engagement

- Analyze donor behavior, giving patterns, and campaign effectiveness to identify growth opportunities.
- Design data-informed outreach strategies with the Advancement team.
- Build predictive models for donor segmentation, lifetime value forecasting, and churn reduction.

Strategic Technology Planning

- Evaluate emerging technologies, including AI, Salesforce Nonprofit Cloud, and BI tools, and recommend solutions that enhance donor engagement and operational efficiency.
- Develop and maintain a multi-year roadmap for data systems, analytics capabilities, and IT investments.
- Identify required technical competencies across roles and support training initiatives to advance staff readiness.

Key Results Areas (KRAs)

1. Advanced Reporting & Business Intelligence

Performance will be successful when:

- Reporting processes are automated and integrated across Salesforce, Power BI, Crystal Reports, and the AMG website.
- Leaders have timely access to actionable insights and customized dashboards.
- AI-powered analytics enhance understanding of donor trends and organizational performance.

2. AI-Driven Data Management & Donor Engagement

Performance will be successful when:

- AI tools meaningfully personalize donor outreach, improving retention and giving outcomes.
- Global ministry project data is consistently collected, analyzed, and incorporated into donor communications.
- Data accuracy is maintained across platforms through automated checks and reconciliations.
- Salesforce, Crystal, Power BI, and the website operate as a cohesive data ecosystem.

3. Strategic IT Planning & Investment

Performance will be successful when:

- Emerging technologies are regularly evaluated and implemented, where beneficial.
- A clear roadmap outlines planned enhancements to systems, data processes, and analytics capabilities.
- AMG has well-defined technical competencies and training programs that support current and future needs.

Organizational Qualifications

- Strong personal commitment to Jesus Christ, the Great Commission, and biblical stewardship.
- Faithfully upholds AMG in prayer.
- Consistent participation in staff devotions.
- Demonstrates behavior aligned with AMG's mission, vision, values, and Statement of Faith.

Required Skills & Qualifications

- Computer Science, Data Science, Statistics, Marketing Analytics Degree, or a related field.
- 3-5 years of experience in data analytics (nonprofit or fundraising experience preferred).
- High proficiency in Excel; experience with SQL, Python, or R is a plus.
- Demonstrated skill in data visualization (Power BI, Tableau, or similar).
- Experience with data integration tools (Azure Data Factory, Fivetran, Informatica, MuleSoft, etc.).
- Familiarity with CRM systems, preferably Salesforce.
- Strong analytical, creative problem-solving, and strategic thinking abilities.
- Desire and ability to grow expertise in AI-driven analytics, donor modeling, and automation.
- Knowledge of PC/Mac environments and cloud-based data platforms.

Preferred Qualifications

- Certifications in analytics, fundraising, or CRM systems.
- Experience with donor segmentation, campaign optimization, or fundraising analytics.
- Knowledge of digital marketing metrics and tools (Google Analytics, email automation platforms).
- Understanding of nonprofit KPIs and donor lifecycle strategies.