



Manitoba Islamic Association (MIA) Job Posting

<http://miaonline.org>

Position title: IMAM.

Position type: Permanent full time position (6 month probation period)

Salary: \$33,000 – \$40,000 plus housing allowance of \$5,000 per annum and up to 10% maximum annual bonus from gross salary (subject to performance evaluation outcomes).

Reports To: Manitoba Islamic Association Executive Council.

Preamble: This position carries an important leadership responsibility. The bearer of this position is expected to serve the cause of Islam with passion, dedication, integrity and sincerity to Allah (SWT). Further, he is expected to be a unifying force for the community; able to work with a diverse group of members coming from different schools and ethnicities. Moreover, he is expected to be well versed in Islamic knowledge and have well rounded understanding of contemporary issues and full awareness of the North American context (*urf*).

Qualifications:

- Well developed oral and written English skills. Fluent in Arabic or fairly capable of understanding and referencing classical Arabic texts.
- A degree in Islamic studies from a recognized Islamic university or equivalent level of study at the hands of recognized scholars and authorities (certification required) or a proven record of Islamic scholarship manifested in published works, researches and lengthy dawa experience.
- Preferred to be Hafiz of the whole Quran or at least half of it with good recitation in accordance to the rules of tajweed.
- Excellent oratory skills with ability to deliver inspiring and well rounded khutbas and lectures in fluent English.
- Demonstrated ability to multitask and provide variety of services such as counseling, fiqh advice, mentorship, conflict resolution and interfaith dialogues.
- Demonstrated ability to connect, converse and relate to the youth; understand their issues, provide meaningful and logical directions to their inquiries and concerns.
- Highly developed interpersonal skills, with friendly and approachable personality to all.
- Self motivated personality who enjoys mingling with people from all backgrounds and capable of inspiring them and fostering consensus among them.
- At least two years of experience as an Imam or an equivalent experience in a dawa work capacity within North American Muslim community.

Responsibilities:

- Leads the daily congregational prayers at mosques as scheduled.
- Leads Jum'ah prayer and delivers khutbahs in mosques as scheduled.
- Leads Taraweeh and Eid Prayers as scheduled and required.
- Provides funeral services and directions.
- Provides pre and post matrimonial services.
- Provides education and guidance to new Muslims and others as needed.
- Teaches Qur'anic studies, Hadith, Sirah, Fiqh etc. and organizes Halaqas as needed.
- Participates in community activities and acts as a resource person for these activities.
- Teaches in weekend schools and assists in similar educational initiatives.
- Initiates and implements dawa and educational program in consultation with mosque administration and community volunteers.

Expectations:

- The applicant is expected to work about 40 hours a week and is expected to fully abide by the conflict of interest guidelines of the association.
- The applicant is expected to maintain regular and convenient office hours at the masjid for members of the community who seek counsel and guidance.

- The applicant is expected to conduct himself at all times in ways that foster unity and a sense of inclusion among all members of local Muslim community and promote broad participation in Islamic and community activities. Further, he shall not take sides in partisan or administrative conflicts and maintain a strict objective and neutral stances.
- The applicant shall not discriminate on the basis of gender, race, nationality, ethnic origin, citizenship, political affiliation, fiqh school of thought or economic status and shall act respectfully and professionally.
- The applicant shall familiarize himself with the history of the local Muslim community and show respect and regard to community elders, pioneers, founders and volunteers.
- The applicant is expected to consult and consider the wishes of the community in conducting the affairs.
- The applicant shall adhere to the Bylaws of MIA and policies set by its General Body and the Executive Council.
- The applicant is expected to be a team player who can work smoothly with mosque boards, committees, volunteers, congregation and community members at large.

Performance measures:

Annual bonuses, salary increases and renewal of contracts will be subject to the following main criteria.

- Meet annual goals and targets.
- Demonstrated efforts toward community growth, harmony and unity.
- Earning respect, regard and liking by a clear across the section majority of the community.

Please submit your resume with a cover page to MIA secretary: osaed.khan@miaonline.org. (Address: 2445 Waverly Street, Winnipeg, Manitoba, R3Y 1S3). Submission deadline: July 31, 2012. **Note:** Only individuals who meet the requirements will be called for interview.