**Faculty Application Form**

**I. Personal Data**

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| Last name (family name)Click here to enter text. | First and middle nameClick here to enter text. | Preferred name (optional)Click here to enter text. |
| Permanent addressClick here to enter text. |
| CityClick here to enter text. | State / ProvinceClick here to enter text. | Zip code / Postal codeClick here to enter text. |
| Telephone number (xxx) xxx-xxxxClick here to enter text. | E-mail addressClick here to enter text. |
| Date of birth (d/m/year)Click here to enter a date. | HometownClick here to enter text. | CitizenshipClick here to enter text. |
| English level:Choose an item. | Spanish level and experience (not a requirement, but very helpful):Choose an item. Experience: Click here to enter text. |
| Marital statusClick here to enter text. | **Spouse’s** name and professionClick here to enter text. |
| **Children’s** names and birthdates (d/m/year)Click here to enter text. |
| **Emergency contact** name:Click here to enter text. | Relationship to applicantClick here to enter text. |
| Email address:Click here to enter text. | Phone number:Click here to enter text. |
| **Hobbies** and interestsClick here to enter text. |
| **International** experienceClick here to enter text. |
| **Church** membership (name of church)Click here to enter text. | Years in attendanceClick here to enter text. | DenominationClick here to enter text. |
| Positions held within the churchClick here to enter text. |
| Is there a mission board with which you could be associated?Name of **mission**? Click here to enter text. |

**II. College and Community Information**

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| **1. Colleges attended** |
| College nameClick here to enter text. | College locationClick here to enter text. | Years attendedClick here to enter text. |
| College nameClick here to enter text. | College locationClick here to enter text. | Years attendedClick here to enter text. |
| **2. Degrees earned** |
| DegreeClick here to enter text. | MajorClick here to enter text. | MinorClick here to enter text. | Date receivedClick here to enter text. |
| DegreeClick here to enter text. | MajorClick here to enter text. | MinorClick here to enter text. | Date receivedClick here to enter text. |
| **3. Additional information** |
| College organizations / activitiesClick here to enter text. |
| Community organizations / activitiesClick here to enter text. |
| Student teaching grade level(s)Click here to enter text. |
| Teacher certification (please attach copy)Click here to enter text. |

**III. Teaching Experiences**

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| How many years of formal classroom teaching experience do you have?  | Years employed as full-time classroom teacherClick here to enter text. | Years as substitute or part-time teacherClick here to enter text. |
| **Details of most significant teaching experience** |
| SchoolClick here to enter text. | City, StateClick here to enter text. | Grade / PositionClick here to enter text. | Dates employedClick here to enter text. |
| SchoolClick here to enter text. | City, StateClick here to enter text. | Grade / PositionClick here to enter text. | Dates employedClick here to enter text. |
| SchoolClick here to enter text. | City, StateClick here to enter text. | Grade / PositionClick here to enter text. | Dates employedClick here to enter text. |

**IV. Child Protection Policy**

In the interest of protecting our students from anything that might threaten their safety or well-being, NCA conducts criminal background screening on all of its employees. By signing below (including a digital signature), you certify that you have answered the question truthfully and give consent for NCA to conduct a background check on you.

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| Have you ever been charged with or convicted of any crime or misdemeanor involving (1) a minor child, (2) stalking or harassment, (3) sex or lewd behavior (e.g. rape, sexual assault, prostitution, public indecency) or (4) violence against another person? | Choose an item.If yes, please provide additional explanation |
| Signature of Applicant (type your first, middle and last name)Click here to enter text. | DateClick here to enter a date. |

**V. Statement of Non-Discrimination**

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Nicaragua Christian Academy will be based on merit, qualifications and abilities. NCA does not discriminate in employment opportunities or practices based on race, color, gender, national origin, age, disability or any other characteristic protected by law.

It is the policy of NCA to recruit and retain employees who express high standards of character, a personal relationship with God through the person of Jesus Christ, commitment to His service, and congeniality with fellow employees.

**VI. Statement of Faith**

We believe that the Scriptures of the Old and New Testaments are inspired by God and inerrant in the original writings, and that they are of supreme and final authority in faith and conduct.

Accordingly, based on Scripture:

* We believe the Bible to be the inspired, the only infallible, authoritative, inerrant Word of God (2 Timothy 3:16, 2 Peter 1:21).
* We believe there is one God, eternally existent in three persons – Father, Son, and Holy Spirit (Genesis 1:1, Matthew 28:19, John 10:30).
* We believe in the deity of Christ (John 10:33), His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35), His sinless life (Hebrews 4: 15, 7:26), His miracles (John 2:11), His vicarious and atoning death (1 Corinthians 15:3, Ephesians 1:7, Hebrews 2:9), His Resurrection (John 11:25, 1 Corinthians 15:4), His Ascension to the right hand of God (Mark 16:19), His personal return in power and glory (Acts 1:11, Revelation 19:11).
* We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, and that men are justified on the single ground of faith in the shed blood of Christ, and that only by God’s grace and through faith alone are we saved (John 3:16–19, 5:24; Romans 3:23, 5:8–9; Ephesians 2:8–10; Titus 3:5).
* We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of condemnation (John 5:28–29).
* We believe in the spiritual unity of believers in our Lord Jesus Christ (Romans 8:9, 1 Corinthians 12:12–13, Galatians 3:26–28).
* We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life (Romans 8:13–14; 1 Corinthians 3:16, 6:19–20; Ephesians 4:30, 5:18).
* We believe that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18–25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Corinthians 6:18, 7:2–5; Hebrews 13:4). We believe that God’s command is that there be no sexual intimacy outside of or apart from marriage between a man and a woman.
* We believe that God wonderfully foreordained and immutably created each person as either male or female in conformity with their biological sex. These two distinct yet complementary genders together reflect the image and nature of God (Genesis 1:26–27).

I have read and agree with the NCA Statement of Faith.

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| Signature of ApplicantClick here to enter text. | DateClick here to enter a date. |

**VII. NCA Statement of Commitment to Christian Life and Cultural Sensitivity**

*When an individual becomes a member of a community, he or she always lays aside certain personal rights for the good of the total community. To this end, it is understood that those who have accepted positions of leadership and responsibility within Nicaragua Christian Academy are to commit themselves to uphold the standards as cited in this statement.*

**Personal standards of godliness**

Since we are members of both the local and universal body of Jesus Christ, it is expected that everything we do will reflect our commitment to our Lord and to His body of believers. This commitment is to be demonstrated by personal spiritual growth, faithful involvement in Nicaragua Christian Academy, and expressions of Christian love toward those with physical or spiritual needs. All are also expected to aspire to a faithful pattern of godliness and devotion to Christ and His work, typified by, but not limited to the following (1 Timothy 4:6-16):

* Regular devotional life: Scripture reading and study, prayer (1 Timothy 4:7)
* Faithful church membership and attendance (1 Timothy 4:12, 13; Hebrews 10:24,25)
* Faithful financial stewardship (2 Corinthians 9:6-8)
* Personal volunteer ministry work (Romans 12:11; 1 Peter 5:2,3)
* Active involvement in evangelism/discipleship (Matthew 28:19, 20)
* A strong commitment to conscientiously represent the Lord Jesus Christ within the ministry, throughout our community, and to the ends of the earth.

**Standards based on specific commands of Scripture**

The Word of God is the final authority on all matters of faith and conduct. Therefore, items expressly forbidden in the Scripture are never acceptable (Exodus 20:7, 14-15; Leviticus 19:11; Romans 1:21-27; 1 Corinthians 6:9; Ephesians 4:28-32, 5:3-4; Colossians 3:9; 1 Timothy 3:3; Titus 1:6). Included among these are such acts as drunkenness, stealing, lying, use of slanderous or profane language, extramarital sex, and homosexual behavior. Also condemned by Scripture are such attitudes as greed, jealousy, pride, lust, bitterness, hostility, an unforgiving spirit and prejudice based on race, sex or socioeconomic status.

Therefore, Nicaragua Christian Academy strives to see these attitudes eliminated as evidenced in speech and action and replaced by Christ-like attitudes appropriate for maturing Christians.

**Standards based on Scriptural principles, including culturally specific applications**

While Scripture does not provide specific teaching regarding all social practices in a given cultural setting, it does speak to the Christian’s responsibility in areas of conduct which may be harmful or spiritually offensive to self or others (Romans 14; 1 Timothy 3:3; Titus 1:7). Based on this, as well as to protect from the snare of harmful addictive behavior, those covered by this statement are expected to adhere to the following:

1. POLITICAL ACTIVISM: NCA is a Christian international entity in Nicaragua and maintains a neutral position in regard to politics. Therefore, any discussion of governments should be objective and non-biased.

2. ALCOHOLIC BEVERAGES: In light of the reality that within our NCA community, there are those who are comfortable partaking of an alcoholic beverage in a responsible manner, there are those who are not, and there are those who have chosen to abstain in keeping with the guidelines of their communities of faith and ministry, we ask that teachers and staff abstain from drinking alcoholic beverages while in Nicaragua.

3. TOBACCO: The use of tobacco carries serious health risks to the user, as well as to those around them. We ask that teachers abstain from all forms of tobacco use, as well as smoking or vaping.

4. PHYSICAL APPEARANCE: In light of the reality: that tattoos and body piercings are widely controversial in Christian communities; that they are much less common in the local culture and often associated with negative images; and that teachers have a powerful influence as role models for their students, and we are in partnership with the parents of our students; we ask that teachers and demonstrate understanding of local cultural expectations and concerns, and that they do not get any additional visible tattoos during the time they are working with NCAI. Apart from earrings on females, we also ask that faculty and staff have no visible piercings while at school or school activities. We also ask that there be no extreme hair styles or extreme or unnatural coloring.

**Standards based on our responsibility of influence**

In our relationship with others within the body of Christ, our conduct should demonstrate an attitude of personal responsibility and sensitivity, by always being aware of the impact of our actions and attitudes on others (“You, my brothers, were called to be free. But do not use your freedom to indulge the sinful nature; rather, serve one another in love.”) (Galatians 5:13). It is recognized that conflicts and personal failures may occur, as Scripture declares “we all stumble in many ways” (James 3:2). It is expected that when an offense occurs, the instructions of Matthew 18:15-20 must be followed. This is to be done in the spirit of Galatians 6: 1, thereby making “every effort to keep the unity of the Spirit through the bond of peace” (Ephesians 4:3). When personal failures occur within our lives, we are to quickly repent, seek forgiveness and with the help of godly counsel, prevent these from getting a hold on our lives. To do otherwise would jeopardize our continued role in leadership or specific ministry responsibility.

We should understand that our acceptance of responsibility within the ministries of Nicaragua Christian Academy reinforces the importance of our personal commitment to Jesus Christ as Savior and Lord and to the Bible as God’s inerrant Word. It is in view of this and the seriousness of the impact our ministry responsibility brings that we are to commit ourselves to live in accordance with the above Statement of Commitment to Christian Life and Cultural Sensitivity.

I, with God’s help and direction, commit to striving to live according to the high standards set forth by Nicaragua Christian Academy, for the sake of my personal testimony to my brother and for the sake of unity among believers. I understand that as a teacher, I am called to a higher standard for the sake of my students and the testimony I must live before them.

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| Signature of ApplicantClick here to enter text. | DateClick here to enter a date. |

**VIII. Attachments**

a. Personal relationship with Jesus Christ: In a separate document, write a personal testimony. Include conversion experience, reasons for accepting Christ, and present relationship with Christ.

b. Autobiographical sketch: In a separate document, write a brief history including your family background, important life experiences, important people and books that have influenced your personal Christian walk, special God-given talents for ministry, and life goals.

c. Recommendations: Two professional recommendations and a pastoral recommendation are required. The forms are available on the Employment page of our website. Give the pastoral form to the pastor who knows you the best and the professional forms to your college supervisors, present or former principals, or your supervisory educational personnel. The recommendation forms should be e-mailed separately.

d. Diploma: Attach or send separately a copy of your college diploma(s).

e. Transcript: Attach or send separately an official transcript of college credits.

f. Video demo (optional): If you have a video of yourself teaching or in a similar environment, we would love to see it. Videos should be between 5 and 15 minutes long. Possible formats might include direct instruction in the traditional classroom, leading a small group activity/lesson, teaching Sunday school or youth group, a flipped classroom or distance learning video, coaching, or anything else that shows you in a teaching role.

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| g. If you are an American/International applicant:* Copy of front page of passport
* We will conduct a background check
 | g. If you are a Nicaraguan citizen:* Cédula de Identidad
* Récord de Policía
* Constancia Judicial
* Carnet del Seguro Social o colilla del seguro
 |

***Application and attachments:*** *Send all documents by email to:* international@nca.edu.ni

***Recommendations:*** *Must be sent by references directly to:* international@nca.edu.ni

***Transcripts:*** *Send official transcripts by email or mail to:* Nicaragua Christian Academy
NICABOX 1195
P.O. Box 527444
Miami, FL 33152-7444