

IMAM/RELIGIOUS DIRECTOR JOB DESCRIPTION

ISLAMIC COMMUNITY OF
BRYAN- COLLEGE STATION



Position: Imam/ Religious Director

Status: Full-Time, Salary

Strength, Skills, & Experience

ESSENTIAL REQUIREMENTS

- Sound knowledge of Quran, Hadith, and Fiqh
- Understands challenges of American Muslims and is able to provide for their spiritual growth through educational programs and other activities (previous experience required)
- Broad approach to differences of opinion in fiqh - able to obtain fiqh opinions from scholars as needs arise
- Fluent in English (spoken and written) with excellent communication skills
- Eligible to work in the US
- Able to work with diverse segments such as youth, students (American & International), and families.

PREFERRED

- Experience in youth, pre-marital/marital, and spiritual counseling
- Experience as an Imam, Religious Director, Chaplain, Youth Director or similar position

Community Background

The Islamic Community of Bryan College Station (ICBCS) is an active community with 1,000+ Muslims in the sister cities of Bryan and College Station. Our masjid and adjacent Muslim Student Center are 2 blocks from Texas A&M University, with 60-80 attendees at Isha, 500 combined for the two Friday prayers, and 60-80 children attending our Al-Huda school on Sunday mornings.

Most of our congregants are college students, including a mix of international and American students, resulting in a dynamic community. We also have a growing number of families including faculty, staff, and other professionals. Our youth (middle and high schoolers) represent a segment of critical focus as well.

The organizational structure reflects our community demographics with MSA (Muslim Students' Association) and ICBCS working as partners in serving the diverse needs of our members. We work together to hold regular social, outreach, and education programs on and off-campus.

About This Role

We seek an Imam / Religious Director who strives to be embedded in the community, recognizing the centrality of addressing members' social, spiritual, and emotional needs through mentorship and relationship building. Given our unique demographics of a significantly younger population, we are particularly keen on having our Imam / Religious Director provide for the needs of youth and students.

We include the term Religious Director to emphasize our need for an Imam that goes beyond leading prayers. Only Fajr/Isha are included as part of the required prayer duties. The role involves engaging with members and different masjid/MSA committees to develop a broad range of community-building programs. We look to our Imam / Religious Director as a role model and guide that will strive to provide a sense of unity across our diverse community.

Your Team

We view the Imam-Board relationship as a partnership working towards mutual goals for the pleasure of Allah and the benefit of the community. The Imam / Religious Director reports to the Board of Directors, with the President of the Board being the primary point of contact. In addition, board members such as the Education and Outreach officers, as well as other key staff and volunteers will be working closely with and supporting the Imam on various initiatives.

Flexible Schedule

This is a full-time, salaried position for 5 days a week. The two days off each week will be mutually agreed upon. The Imam is not required to lead all daily prayers. Opportunities to deliver khutbah in other communities will be afforded once a month.

Salary/Benefits

Competitive salary commensurate with experience. We emphasize work-life balance and include benefits such as 4 weeks of paid time off, paternity leave, relocation expenses, and an annual fund for the Imam's personal growth & development.

Primary Responsibilities

The final list of responsibilities will be mutually agreed upon based on community needs as well as the Imam's strengths & passions.

1. Religious & Education (~30% of time)

- a. Delivers and organizes Jumu'ah Khutbah including identifying/training local khateeb.
- b. Guides ICBCS committees to develop a religious curriculum for the community.
- c. Leads, organizes, and delivers educational programs including but not limited to reminders (khawaatir), halaqas, classes, and workshops.
- d. Leads congregational prayers (especially Fajr and Isha).
- e. Invites speakers for programs/seminars in coordination with respective committees.
- f. Develops programming for Ramadan and other holy days or celebrations.
- g. Supports other religious programming and activities in coordination with respective committees, such as Sunday School.

2. Youth/Student Development & Support (~30% of time)

- a. Provides mentorship and tarbiyah to youth and college students through social engagement and relationship building.
- b. Recruits and engages youth and college students in participating through committees and other means.
- c. Accessible after prayers, during programs, and during set office hours.
- d. Provides spiritual guidance and support to youth and college students on matters such as relationship challenges and faith struggles.
- e. Guides and supports the youth committee and MSA Board on their programming and goals.
- f. Offers leadership and character development to the MSA Board.

3. Community Development & Support (~25% of time)

- a. Provides mentorship and tarbiyah to the community through social engagement and relationship building, particularly for families, converts, and working professionals.
- b. Recruits and engages community members in participating through committees and other means, particularly for families, converts, and working professionals.
- c. Provides spiritual guidance and support on matters such as relationship challenges and faith struggles, particularly for families, converts, and working professionals.
- d. Works with related ICBCS committees to identify and leverage additional support resources (e.g., abuse, psychological counseling).
- e. Leads marriages, funerals, and assists with related counseling and life events (e.g., pre-marital, bereavement, hospital visits).
- f. Attends meetings with the Board as needed to provide feedback and guidance on program development and overall direction of the community.

Primary Responsibilities cont.

4. Outreach (~10% of time)

- a. Develops and fosters a relationship with the broader Bryan-College Station community (city officials, law enforcement, neighbors, university administration, and other local interfaith and intra-faith organizations).
- b. Supports efforts to introduce Islam to the above-mentioned groups such as Islam 101 on campus, hosting visitors at the masjid, speaking on panels or delivering presentations.
- c. Serves as a spokesperson on relevant matters, appearing in the media as needed.
- d. Guides and supports ICBCS/MSA Committees on community service initiatives.

5. Self-Development (~5% of time)

- a. Invests time in continuing education and learning.
- b. Attends workshops/training as approved and funded by ICBCS including but not limited to religious knowledge, community development, pastoral care, and/or leadership skills.

How To Apply

Interested candidates should submit the following to search@icbcs.org:

- cover letter
- resume
- recordings of sample talks
- minimum of 3 reference letters with contact information