



# The Mission to Seafarers

Appointment Brief

Chaplain Team Lead  
North East of England

April 2025

## About The Mission to Seafarers

With a history dating back to 1836, The Mission to Seafarers (“MtS”) supports the men and women working at sea when they need us most through providing emergency assistance, practical support, and a friendly welcome in ports all over the world. Operating under the trusted sign of the “Flying Angel”, MtS touches the lives of seafarers in numerous ways, responding to their needs and connecting them with local communities, including providing:

- Advocacy, advice, and counselling
- Communication, transport, and centre hospitality
- Emergency response
- Hospital and prison visitation
- Ship visitation
- Spiritual support

There are an estimated 1.89m seafarers across the world operating on 74,000 ships. These men and women, of all nationalities, spend up to nine months at sea, far from families, friends and loved ones.

MtS has a presence at over 200 ports in 50 countries, operating day and night, 365 days a year. As a Christian-based organisation, our help is importantly offered regardless of nationality, rank, faith or no faith.

Our core work is face-to-face ship visiting which is undertaken by our chaplains, welfare officers, ship visitors, volunteers and centre managers. In more recent years, we have added a digital element to our work in response to the pandemic and the increased speed of ship turnaround times in ports.

In addition to our port-facing work, we have also expanded our portfolio of services to include Family Support Services in the Philippines and India, WeCare training courses in social communications, financial wellbeing and suicide awareness and MtS’s Happiness Index.





## Our Values and Culture

MtS is a collaborative, collegiate and respectful organisation. We place great importance on our values which define and reflect our organisational culture.

- **Pioneering:** We encourage innovative thinking and seek to be flexible and entrepreneurial in our ways of working.
- **Inclusive:** We are unconditionally committed to the support of all seafarers and their families without discrimination.
- **United:** We are one global, intergenerational, multicultural family united in vision and purpose, while respecting diversity of culture and context.
- **Collaborative:** We are co-operative in our approach to our work – in relation to individuals, the church, ecumenical partners, and organisations and institutions that work for the welfare of seafarers.
- **Accountable:** We are accountable as stewards of the resources entrusted to us, to each other in recognition of our mutual inter-dependence and to those charged with governance at station, regional and international level.
- **Caring:** In all our dealings we strive to behave with compassion, to act with integrity and to treat everyone with respect.



## The Europe Region

The Europe Region consists of more than 40 ports over a wide geographical area stretching from Scotland to Turkey. Please see <https://www.missiontoseafarers.org/our-ports>

Currently, many of the ports in the Europe Region are in the UK but MtS also has staff in Rotterdam and Antwerp, we fund port chaplaincy work in Rouen and Vlissingen (Netherlands) and will soon have a presence in Piraeus, Georgia and Antibes. The maritime welfare sector in the UK is well developed and we work closely with other maritime welfare societies such as Stella Maris, the Sailor Society, the Merchant Navy Welfare Board and Deutsche Seemannsmission.

The Covid 19 pandemic had a detrimental effect on our work. Shore leave remains limited for some seafarers, whether driven by turnaround times or through the directions of ships' captains and shipping agencies. Despite the difficulties caused by the pandemic, we have continued to support seafarers by ship visiting where we have to the port, shopping for seafarers who are denied shore leave and ministering to seafarers via Facebook, WhatsApp, and the new digital chaplaincy service.

## North East Region

A strategic review of our operations in this region was conducted during 2024 and following the completion of this review we are in the process of implementing a number of changes to our operating model. Key to this will be the appointment of a Chaplain/Chaplaincy Worker to bring strategic leadership to our work in the region. The Mission to Seafarers currently has a presence at Teesport (North Tees) and at the Port of Tyne in South Shields. We have entered into a partnership with Stella Maris at South Tees and are exploring opportunities to expand our presence elsewhere in the region.

Located in the North East of England, **Teesport** is the UK's sixth largest port and amongst the 10 biggest in Western Europe. The site services a variety of key global markets through world-class infrastructure and unparalleled connectivity. Teesport facilitates the movement of close to 26 million tonnes of cargo annually and is part of a major net export region. This cements its position as a key driver of national and international supply chains, playing a pivotal role across containers, logistics, chemicals, energy and renewables. Additionally, it supports more than 22,000 jobs and contributes in excess of £1.4 billion to the economy each year

Located near Newcastle on the River Tyne in North East England, the Port of Tyne at **South Shields** is renowned as one of the UK's foremost deep-sea ports. It is one of the biggest trust ports in the UK, covering 650 acres. The port has excellent rail, road and air connectivity and offers a full logistics service. The Port of Tyne operates in a wide range of markets including Offshore, Containers, Bulk and Automotive. The Port of Tyne also houses the UK's first (and still the only) Maritime Innovation Hub, helping customers collaborate with leading innovation partners both in the UK and globally.

## Job Description

<b>Department:</b>	Ministry
<b>Responsible to:</b>	Regional Director Europe
<b>Responsible for:</b>	Centre Managers in North Tees, South Tees and South Shields
<b>Other Key Working Relationships:</b>	Volunteers at the north east ports Staff and volunteers from other maritime agencies Port Authority Staff IHQ Staff
<b>Hours:</b>	Full-time (40 hours per week) worked flexibly to accommodate shipping schedules
<b>Role Purpose:</b>	<p>On behalf of The Mission to Seafarers (“MtS”) deliver an effective chaplaincy service in line with MtS’s core purpose, to develop and ensure the provision of spiritual, moral and physical support to seafarers and their families, of all different backgrounds and nationalities.</p> <p>Develop and implement a holistic operating strategy for the region including growing the volunteer base serving the North East ports. This will involve reaching out to local churches and Christian community groups.</p> <p>Represent MtS in and around the ports in the North East region, particularly with such bodies as the Port Authorities, Port Committees and other maritime organisations in the ports such as Deutsche Seemannsmission and Stella Maris.</p> <p>Ensure that MtS’s mission is accessible and that our service provision is appropriate for all seafarers coming into the ports.</p>

## Principal Duties and Responsibilities

### *Leadership*

- Develop and implement a strategy for the effective provision of services across the North East of England region to include ship visiting, chaplaincy and pastoral support
- Ensure the effective management and development of the Mission’s Centres in the region to ensure seafarers’ needs are being met
- Provide leadership and effective line management and supervision to Centre Managers in the region, to include regular face-time and catch-up meetings
- Build on community relationships to further the work of the Mission e.g. recruiting volunteers
- Recruit, manage and motivate a team of volunteer ship visitors, minibuss drivers and centre workers to support seafarers and assist in the work of the Mission



### *Leadership (cont.)*

- Leverage existing connections and build new relationships with local Christian communities/churches to make the work of the Mission known to a wider audience e.g. through visits and speaking engagements

### *Pastoral Care*

- Responsible for ensuring the delivery of an effective ship visiting programme for the regional ports
- Visit ships that call into the port, or make provision for their visitation, on a regular and sustained basis, extending the hand of friendship to seafarers, offering support and responding to need as appropriate
- Provide spiritual support to seafarers as appropriate and as requested, including the provision of Christian prayer, on board ship and in seafarer centres
- Provide a swift and effective response to any relevant emergency involving an individual seafarer or group of seafarers, where appropriate in close liaison with Centre Managers, port authorities or other relevant bodies
- Ensure seafarers who are in hospital or prison are visited and provided with practical and emotional support
- Act as a catalyst for the resolution of seafarers' justice and welfare issues through mediation, assisting in dispute resolution and liaising with appropriate bodies and agencies including port health authorities, seafarers' unions, local hospitals and port welfare committees
- Liaise and partner with other welfare provision locally, particularly in cases of ongoing pastoral care, and justice and welfare cases
- Wherever possible to provide access to places of worship where this is requested by seafarers
- Support the provision of communications and transport facilities to seafarers as required and provide advice on access to the local towns or other local facilities
- Liaise and partner with other port chaplains, welfare workers and seafarer centres both locally and globally to ensure ministry continuity, particularly in cases of ongoing pastoral care, and justice and welfare cases

### *Church and Community*

- Provide spiritual support to seafarers as appropriate, including the provision of prayer and public worship, on board ship and in seafarers' centres
- Participate in the life of the local church, in particular the Anglican church and Dioceses
- Work with ecumenical maritime teams as appropriate
- Represent MtS in local chaplaincy/welfare matters as required and appropriate
- Actively participate in the Port Welfare Committee
- Develop strong links with the local ecumenical community, including with local community groups and organisations, encouraging their involvement in the life and work of MtS
- Develop and strengthen MtS's engagement with churches of all denominations in the region
- In partnership with IHQ, explore and pursue local fundraising opportunities with a particular focus on companies, churches and individuals

### *Working Partnerships*

- Consult and co-operate with the Regional Director in all matters of concern and importance to the Mission
- Build and sustain strong co-operative relationships with port authorities, maritime agencies and other bodies as appropriate
- Build and develop good working relationships with other ecumenical maritime agencies working in the port, local ministers and representatives of other faiths
- Partner with other chaplains and members of the ministry team in the team's on-going activity

### *Volunteer Management*

- Work with Centre Managers and Volunteer Chaplains, to recruit, co-ordinate, supervise and motivate a team of volunteers to undertake a range of activities including ship visitors, minibus drivers and assisting port chaplaincy
- Ensure volunteer induction is undertaken, along with ongoing training
- Ensure volunteer duty rosters are in place

### *Fundraising*

- In consultation with the Development Team at IHQ, build and develop good relationships with local media in order to raise the profile of MtS's work locally
- Explore and pursue local fundraising opportunities with a particular focus on local companies, churches and individuals
- Where appropriate, provide fundraising leads on potential donors to the Development Team and support their fundraising work

### *Administration / Other*

- Ensure e-mails are regularly monitored and respond as required
- Maintain the necessary records of service delivery and produce regular reports for IHQ detailing all ministry activity and highlighting any developments within the ports
- Attend conferences, seminars and courses as instructed by the RD Europe
- Ensure information is kept secure and used in accordance with MtS policy on confidentiality and the EU Data Protection Act 1998
- Undertake other duties as may be requested by the RD Europe

## **Person Specification**

### *Knowledge and Skills*

- A committed ecumenist, able to work with all traditions of the church and provide spiritual support and prayer
- Strong experience of pastoral work; experience of offering pastoral support to seafarers and/or marginalised communities would be a distinct advantage
- Strong interpersonal skills, including empathetic listening skills
- Able to quickly develop productive working relationships with colleagues and other partners.
- Able to quickly establish rapport and trust with colleagues and all seafarers

### *Knowledge and Skills (cont.)*

- Able to challenge the status quo constructively
- Solutions focused, able to explore alternative means of doing things to create positive impact
- Proven ability to demonstrate sound judgement and sensitivity
- Excellent organisational and administrative skills with a track record of concurrently managing a range of different projects and initiatives
- Able to work with minimal day-to-day supervision as well as be an effective member of a regional team
- Able to recruit and manage volunteers
- Able to lead local fundraising activities
- IT literate, fully conversant with MS Office and willing to learn any in-house programmes
- Fluency in English is essential
- A full, clean UK driving licence is essential

### *Personal Qualities*

- This post is open to ordained and non-ordained candidates. MtS is an Anglican Mission but this post is open to Christians of all denominations who possess a strong Christian faith and have empathy with MtS's Anglican roots and with the work and charitable purpose of our work.
- Passionate about the aims and purpose of MtS with empathy and commitment to work to propagate its purpose
- Collaborative and inclusive, able to work as part of an ecumenical team
- Strong and adaptable communication skills, including being an empathetic listener
- A highly motivated self-starter, able to work under own initiative and unsupervised
- Empathetic, supportive and understanding with good self-awareness
- Demonstrates sound judgement, emotional intelligence and sensitivity
- Shares ideas and is receptive to those of others
- Culturally and politically sensitive and aware
- Respectful of others, with the ability to relate easily to people from many different countries and backgrounds
- Flexible in approach with the ability to adapt quickly to changing priorities and to function well in unfamiliar environments
- Resilient and able to remain calm and measured in challenging and/or emergency situations
- Takes full ownership for work, proactively seeking to learn, develop and improve
- Takes learning from experiences to improve and adapt future behaviours
- Exercises strong judgement in all circumstances
- Demonstrates integrity, acting at all times in the best interests of MtS
- Caring, thoughtful and supportive towards others



## Special Working Conditions

Visiting ships is an essential part of this role and you may visit several per day. To access some ships you will be required to climb gangways with as many as 80 x 60 degree steps leading to the deck on board ships and then perhaps a further three floors to get to the bridge.

## General Requirements

- Applicants must already have the right to live and work in the UK.
- Applicants must already possess a full clean driving licence that is valid in the UK.
- This job description should be treated as a guide to the duties that the post holder is expected to perform. As a term of employment the post holder can be required to undertake such duties as are commensurate with his or her position.
- The job description may be amended to meet changing requirements at any time after discussion with the post holder.
- MtS operates an Equality, Diversity and Inclusion Policy. The post holder will be expected to comply fully with this Policy in carrying out their duties.
- All employees are required to be aware of their responsibilities towards Health and Safety and Safeguarding to adhere to the Health and Safety and Safeguarding Policies.
- All employees are required to be aware of their responsibilities towards the EU General Data Protection Regulation (GDPR) and to adhere to MtS's GDPR and Data Retention Policies.

## Terms of Appointment

**Location:** This role is based in the North East and at the ports of North Tees, South Tees and South Shields. Some travel to IHQ in London may be required.

**Hours of Work:** The full-time working week is 40 hours, worked flexibly to accommodate shipping schedules and including some evening and weekend working.

From time to time, the post holder will be required to work or attend functions outside normal hours of work to fulfil the responsibilities of this role and for which MtS offers reasonable time off in lieu.

**Remuneration:** £45,000 – £50,000 gross per annum (dependent on experience)

**Car:** A car will be available at the port for the post holder

**Annual Leave:** 25 days' annual leave plus public holidays

**Benefits:**

<i>Pension:</i>	Workplace or Church of England Pension
<i>Life Assurance:</i>	3x base salary
<i>Other:</i>	Includes Employee Assistance Programme, retail discount vouchers, cycle to work scheme, free eye test, access to training and development opportunities

## How to Apply

To apply for this position, please submit your completed Application Form to [jobs@missiontoseafarers.org](mailto:jobs@missiontoseafarers.org) no later than by **Wednesday 7 May 2025**. We regret that applications received after this date will not be considered.

## The Recruitment Process

First round interviews: Thursday 22 or Friday 23 May 2025 (in-person/online)

Second round interviews: Monday 9 June 2025 (in-person)