

ROLE TITLE:	Ebbsfleet Chaplain Pioneer (Ordained)
LOCATION:	Alkerden Church of England Academy and the surrounding area
OVERSIGHT:	The Priest in Charge of Northfleet and Rosherville (and the Head of School).

PURPOSE OF ROLE

The Chaplain Pioneer's role is to develop and support the spiritual life of the school community, primarily but also, where appropriate, staff and families.

The Chaplain Pioneer will be licensed to the benefice of Northfleet and Rosherville and will be responsible for the development of a new worshipping community in Ebbsfleet based at the school which is located in the Swanscombe Deanery. This will entail engaging with the new housing developments and local communities, creating plants from the base of the new CofE schools in Ebbsfleet and working in close liaison with the Diocesan Director of Mission and Ministry Development.

The Chaplain Pioneer will lead in the development of discipleship by teaching and will also examine how we can promote and make visible the church and grow ministry within the Ebbsfleet area. This will also include developing links with other Trust Schools and associated Chaplains.

This is a full-time position under common tenure

PRINCIPAL ACCOUNTABILITIES

1. Help people to recognise God's love for them, and their need of God.
2. Develop the strategy to determine and deliver the Christian presence in Ebbsfleet in the areas of new housing, that are already built and those yet to be built in order to encourage and build new disciples.
3. Listen to and care for the school.
4. Build on the successful pedagogy of the school and the Christian faith which is at the heart of school life.
5. Encourage staff and learners to follow social teaching through involvement in practical projects.
6. Encouraging the growth of faith in children of all ages

7. Be visible and approachable around the school.
8. Provide pastoral support to the school community.
9. Enable the school to connect with the church planting work of the diocese in Ebbsfleet, being a welcoming base for that work. Shape existing work in schools and identify future opportunities. This includes identifying and building up those with whom the planting of Ebbsfleet can begin.
10. Identify the potential and feasibility for new worshipping communities and the growing of new disciples and act as enabler to engage with hard-to-reach parts of our community, and other isolated communities.
11. Work with the parishes in their community engagement in Ebbsfleet and seek opportunities for inter-generational ministry.
12. Ensure that the school environment reflects the school's Christian identity and be able to lead learners and staff into a fuller appreciation of the richness of the liturgical life of the Church.
13. Organise and oversee an engaging and meaningful programme of class and whole school-based worship through the provision and creation of appropriate resources. Help learners and staff to develop confidence in leading prayer independently.
14. Provide opportunities for staff and learners to deepen their spiritual life by, for example, organising retreats and days of reflection.
15. To support and enhance the RE curriculum where appropriate.
16. Play a key role in SIAMS inspections.
17. Form good working relationships with nearby parishes and clergy.
18. Maintain good working relationships with other members of the school community.
19. Develop and maintain good working relationships with the CYP team and DBE
20. Meet at least on a quarterly basis with the Archdeacon of Rochester.
21. Observe professional standards and full participation in the working life of the school.
22. Planned holidays or other absences should not be taken during school term time if at all possible.

SKILLS AND EXPERIENCE

Essential:

- An ordained Anglican Priest.
- Enjoy preaching and teaching in a variety of styles.
- Draw energy from taking an active part in engaging with local communities and schools.
- Ability to collaborate with all stakeholders across a diverse and vibrant community.
- Ability to effectively implement change and strategy.
- Prayerfully help us to develop our vision & grow congregations.
- Experienced in engaging with and offering pastoral support to all.
- An Enhanced DBS check.

Desired:

- Experience working in a school context.

The church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, the church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with their manager or safeguarding officer. The Chaplain Pioneer will uphold the safeguarding of everyone within the policies of the Trust and the Diocese.

COMPETENCIES

Achievement Drive – A desire to meet or exceed standards, welcoming feedback, and continually seeking to improve. It includes staying focused on goals over an extended period of time.

Relationships – The ability to understand the perspectives, feelings and concerns of others and initiate, build and maintain relationships in a mutually beneficial way. Recognise one's own feelings and those of others and manage emotions effectively.

Communication – The ability to convince others of a view, conclusion, position etc. Communicating in an impactful way, tailored to one's audience.

Problem Solving – The ability to investigate and breakdown a problem or situation into its component parts, identifying implications and the key underlying issues and establish possible solutions.

Independence – A demonstrated belief in one’s capability to select an appropriate approach to a situation. It includes confidence in one’s judgement or opinion and showing resilience in adversity. Know when to seek the support and advice of others.

Adaptability – The ability to adapt one’s behavioural style or method of approach where necessary to achieve a goal. Responds to change with a positive attitude and demonstrates a willingness to learn new ways to accomplish objectives.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others toward a shared goal, contributing actively to the team. Builds positive relationships and a sense of pride within the team.