



Diocese of *Rochester*
called together

ROLE DESCRIPTION AND PERSON SPECIFICATION

for the Director of Mission and Ministry Development



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A MESSAGE FROM BISHOP JONATHAN

Thank you for your interest in this exciting new post. The Director of Mission and Ministry Development will play a pivotal role in the shaping and implementation of our developing vision for the Diocese of Rochester:

***Seeking first the Kingdom of God
We are called together by God to
Change, Serve and Grow
With Compassion, Courage and Creativity***

Within this overall vision, our key objectives are:

**To grow Missional Churches, Missional Leaders and Missional Disciples that
are growing Younger and More Diverse,
are growing numerically, spiritually, financially and in impacting their communities,
and in turn are planting and growing new Missional Churches**

As you will see from the enclosed information pack, we are in the process of reconfiguring our current Formation and Ministry department to give its work a more clearly outward-looking and missional focus.

We will also bring our Children and Youth Work team into the new Mission and Ministry Development team, to strengthen our ability to grow younger churches, leaders, and disciples, alongside our commitment to becoming more diverse to reflect more fully the communities we serve.

As the new Director of Mission and Ministry Development, you will be joining a team of committed colleagues who have a proven record of excellence in ministry development, both lay and ordained.

You will play a key role in the Bishop's Leadership Team in helping to shape the future of the Diocese of Rochester, working alongside the Bishops and Archdeacons to help provide effective missional leadership that promotes growth across our churches – in terms of people coming to faith, growing in depth of discipleship, releasing resources for mission, and promoting God's reign of justice and peace in our Diocese and in the wider world.

Alongside the key gifts and skills outlined in the application pack, we are looking for someone who demonstrates in their life and ministry the values of compassion, creativity and courage that underpin our vision.

Someone who has a record of enabling the kind of holistic, kingdom-centred growth that we are seeking. And someone who is able to be both a leader of others and a genuine team player, committed to the flourishing of the

whole Church of God in the wonderfully varied and diverse communities of the Diocese of Rochester.

We are especially keen to encourage applications from GMH backgrounds, as we recognise that these are under-represented in our current Diocesan leadership team.

If you believe God may be calling you to this crucially important new post, then we would love to hear from you.

With my prayers and best wishes,

+Jonathan

The Rt Revd Dr Jonathan Gibbs
Bishop of Rochester



Ordination of Priests, Rochester Cathedral

THE ROLE

JOB TITLE:	Director of Mission and Ministry Development
LOCATION:	The Diocesan Office, St Nicholas Church, Boley Hill, Rochester, ME1 1SL
GRADE:	Grade 10 (Salary £58,825 - £70,322). This is a DBF employed post, there is no housing provided
REPORTING TO:	The Bishop of Rochester

To work with the Bishop as a member of his Leadership Team in the strategic leadership of mission and ministry within the diocese. Leading the Mission and Ministry Development team to support the emerging diocesan vision:

**Seeking first the Kingdom of God
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Through the delivery of the following key objectives:

- to grow Missional Churches, Missional Leaders and Missional Disciples that are growing younger and more Diverse,
- that are growing numerically, spiritually, financially and in impacting their communities,
- and that in turn are planting and growing new Missional Churches.

1. Lead the team in providing and sustaining more effective missional leaders, both ordained and lay, who in turn are focused on growing missional disciples and nurturing future missional leaders, both lay and ordained.
2. Shape and implement diocesan policy, to resource, develop and support ordained and lay missional leaders.
3. Embed the diocesan objectives within the team through; encouraging and discerning ordained and lay vocations, the formation, training, and development of ordained and lay leaders who are equipped and helped to nurture missional disciples and leaders.
4. Attend Synod and other Diocesan meetings as required to enable the work of the Mission and Ministry Development Team to be co-ordinated with the work of others and to feed into the strategic plans for the Diocese.
5. Embed Children and Young people's mission and ministry into the wider Mission and Ministry Development team, so that the whole team can effectively support and enable our churches to grow younger disciples and nurture young leaders in an effective and integrated way.
6. Oversee the development and delivery of a range of high-quality and accessible formation and development programmes to support ministerial formation including Continuing Ministerial Development and partnership in Regional Training Programmes
7. Provide advice and support to clergy regarding Ministerial Development Reviews, Further Study Leave and Extended Study Leave
8. Develop and manage the budget for the work of the Mission and Ministry Development team.
9. Support the Bishop in placing curates in Title Posts and ensuring appropriate support for training incumbents.

10. Be a Trustee of the St Benedict's Centre.
11. Be the Diocesan representative in the strategic Regional Training Partnership and participate in other national and regional meetings.
12. Update and advise Bishop's Leadership Team on developments arising from the National Church and elsewhere to assist decision making.

Other key relationships

- The Bishop of Tonbridge, who will act as Champion for the work of the Mission and Ministry Development team especially within the Bishop's Leadership Team, Bishop's Council and Diocesan Synod, as an encourager, sounding board, advocate and ideas sharer, helping to maintain our focus on the priorities of growing missional churches, leaders and disciples.
- The Community Engagement Adviser, who supports churches as they seek to serve and engage more effectively with their local community, and
- The soon to be appointed Racial Justice Officer, who will be supporting both local churches and the whole Diocesan team to fulfil our commitment to become more diverse, including in our leadership at all levels, as well as our commitment to promoting racial justice at all levels of society.
- The Bishop's Advisers on the Ministry of Women and Disability, the LLF Advocate and Chaplain, as well as with those leading on issues such as the Environment and Climate Crisis.
- The Diocesan Secretary



Dementia Cafe at Christ Church, Chislehurst

SKILLS AND EXPERIENCE

- A minimum of 6 years of practical ministerial experience
- Appropriate degree qualification and experience in Theology/Christian Ministry
- Passionate about developing the ministerial gifts and skills of others, especially lay people.
- Proven experience within a similar leadership role with responsibility for managing and developing a team through significant change.
- Experience in developing and managing strategic direction.
- Proven experience in creating and managing a budget.
- Excellent organisational skills with the ability to work to tight deadlines both independently and collaboratively.
- An excellent communicator with the ability to adapt style to a range of audiences.
- A collaborative worker who can build strong working relationships, networking with colleagues and other dioceses.
- An inspirational leader with ability to take initiative and work creativity.
- An understanding of the structure and workings of the Diocese.
- Able to travel throughout the diocese.
- Can work outside normal working hours often in the evening and at weekends.

The post holder will be a public face of the diocese and so it is considered there is a Genuine Occupational Requirement (GOR) for the post holder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of the Council of Churches for Britain and Ireland or of Churches Together in England, or of a member Church of the Evangelical Alliance.

The Diocese is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.

All post holders and volunteers are expected to share this commitment.

The role requires the post holder to be subject to a DBS check and to undertake all the required safeguarding training.

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.

PERSUASIVENESS – 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.



Bromley Schools Festival

THE DIOCESE OF ROCHESTER

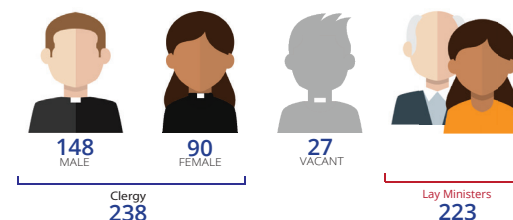
Rochester Diocese covers the areas of Medway, north west Kent and the London Boroughs of Bromley and Bexley; a historic diocese in existence since 604AD

A diverse and vibrant community of faith, we share the vision that we are Called Together to change, serve and grow the church in this place.

The wealth of cultures in the Diocese is huge. The benefits, actual and potential, for mission and ministry flow from this rich mix; a mix which represents some of the most prosperous and poorest areas of the country. Because of this, we either have some of the biggest challenges or, as we see it, some of the best opportunities for growing God's Kingdom.

Our three archdeaconries of Bromley and Bexley, Rochester, and Tonbridge, characterise the increasing diversity found across our Diocese of varying kinds. Ethnic diversity is a growing feature of our communities, and this is reflected in many of our congregations. Diocesan-level world Church partnerships are an important component of life.

With the expansion of London and adjoining communities, we are increasingly urban and suburban, yet still retain places which see themselves as rural.



OUR MINISTRY

Across our communities, the Diocese serves a population of some 1.3 million, which is likely to increase by 300,000 over the next twenty or so years.

Serving this community we have approximately:

- 151 fulltime equivalent substantive stipendiary parochial posts,
- 29 substantive self-supporting posts: and,
- at any one time 28 stipendiary and self-supporting curates in training.

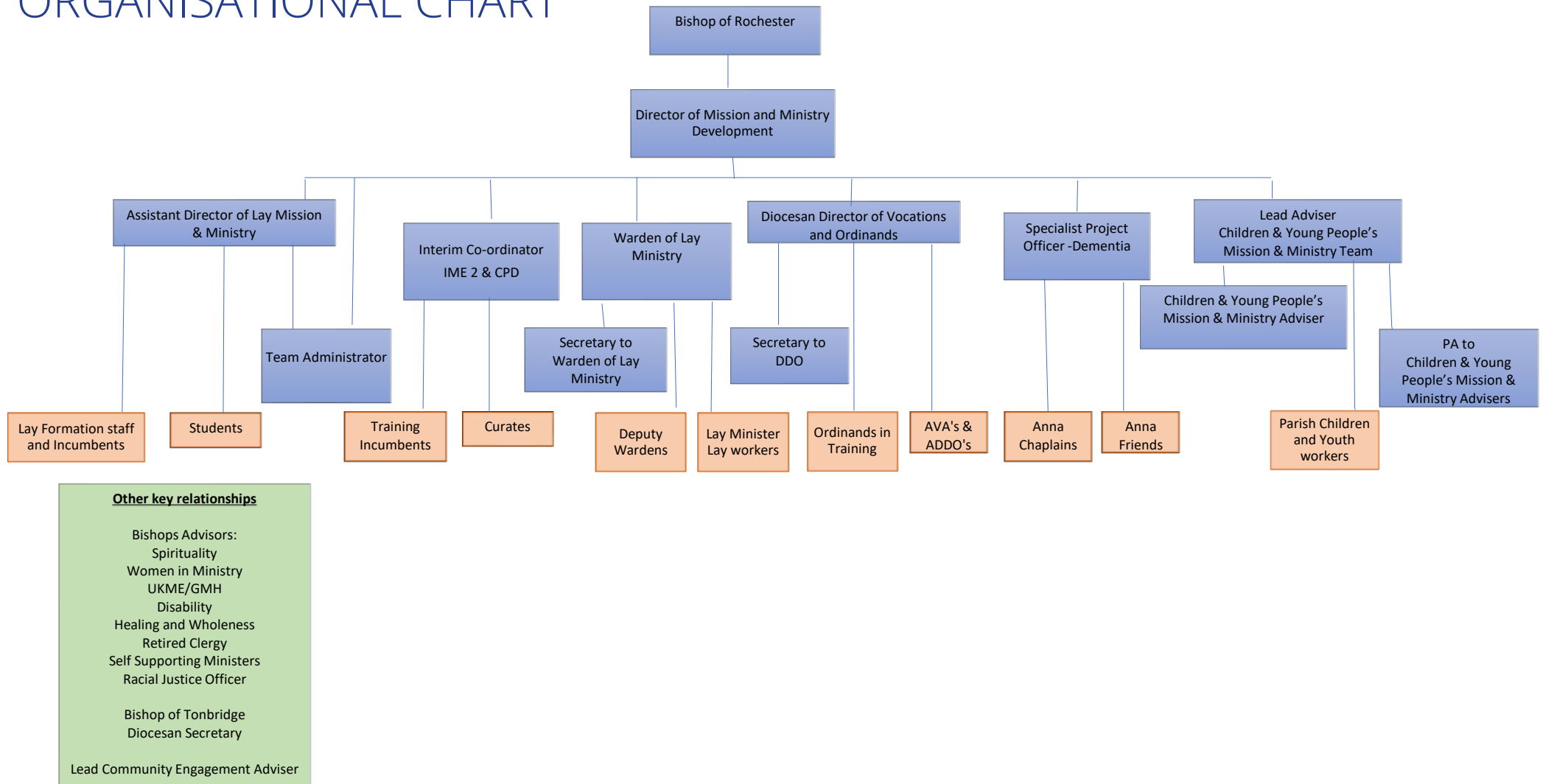
We believe that all Christian people have a calling from God to know and love him more, and to serve others in his name.

Indeed, we are recognised nationally as a leader in lay vocation, particularly for our creative approach to the variety, scope and training of Licensed Lay Ministers, which is unique to our Diocese.

As well as a range of discipleship and prayer courses and materials, our Diocese has pioneered opportunities in Anna Chaplaincy, which has a special focus on those who have dementia and other end of life issues.

Numerous licensed clergy and lay ministers serve as chaplains, and in diocesan and cathedral roles.

MISSION AND MINISTRY ORGANISATIONAL CHART





Licensed Lay People licensing at Rochester Cathedral



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