

<b>Job Title</b>	<b>Dean/Director of Mission, Edmonton Area</b>
<b>Reports to</b>	The Bishop of Edmonton
<b>Team</b>	Parish Area Support (Edmonton)
<b>Department</b>	Parish Area Support
<b>Location</b>	Diocesan House, Causton Street
<b>Contract type</b>	Full-time, Permanent
<b>DBS Requirement</b>	Enhanced DBS Required

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**Job Purpose** To work closely with the Bishop and the Archdeacon in encouraging and enhancing the mission of the Church for the furthering of Christ's gospel across the Edmonton Area and bringing close the Kingdom of God, the diocesan Mission Framework, the Edmonton Area Plan and to work closely with the Area Team and other Deans of Mission.

They will be expected to work with the Archdeacon in supporting parishes in Vacancy and work with the bishop in the recruitment process.

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**About the London Diocese Fund (LDF) and the Diocese of London**

The Diocese of London is the group of Church of England organisations located in London, north of the River Thames. It is overseen by the Bishop of London and is made up of parishes, schools, chaplaincies, missional communities, and other organisations across 18 Boroughs.

The London Diocesan Fund (LDF) is the main charity that supports the work of the Diocese as a whole by generating income, providing a wide range of services and paying and housing its clergy.

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**Our Mission, Values, Ambitions and Priorities**

**Mission:** *For every Londoner to encounter the love of God in Christ.*

**Ambitions:** *Confident Disciples, Compassionate Communities, Creative Growth.*

**Priorities:** *Growing Younger, Safer Churches, Striving for Racial Justice - to reach every Londoner, we need to reflect the diversity of our city and be a welcoming, safe place.*

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**Equality, Diversity, and Inclusion Statement**

The Diocese of London is committed to creating and sustaining a diverse and inclusive workforce which represents our context and wider community. We are aware that those of Global Majority Heritage/United Kingdom Minority Ethnic (GMH/UKME), women, and disabled people are currently under-represented among our clergy and workforce, and we particularly encourage applications from those in these groups with the relevant skills and experience that will increase this representation.

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**Safeguarding Statement**

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

**Job Scope**

Direct and indirect reports	
Budget responsibilities	
Revenue responsibilities	
Key Relationships	•

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**Job Context**

The Edmonton Episcopal Area consists of four boroughs in the North West of London, Camden, Barnet, Enfield and Haringey. It is home to 1.2 million citizens of London and divided into four deaneries coterminous with the borough boundaries, although a small part of the borough of Barnet is in St Albans Diocese. The Edmonton Area is blessed by being a diverse and thriving mixture of communities, and linguistically identified communities from around the world have a long history of living and working in London. There are significant communities of Christians from Iran, Cyprus, Greece, Egypt, West Africa, and the Caribbean islands along with Synagogues, Mosques and Temples, across all four boroughs.

Within this rich diversity, 42% of the population are under 30 and 38% identify as non-white British. Major population growth is expected, with over 80,000 new homes planned by 2029, alongside transformative infrastructure projects like HS2 and Crossrail 2. This rapid development brings both opportunities and challenges, including the need for churches to engage with younger, more diverse populations, as well as addressing poverty, social inequality, and rising crime rates in areas such as Haringey and Camden. The Edmonton Area also includes both highly affluent and deeply deprived communities, creating a complex landscape where mission needs to be adaptable and contextually sensitive.

We have a rich diversity of ministry in the Edmonton Area, with 250 clergy and Local Lay Ministers working across diverse parishes, healthcare, educational and workplace Chaplaincies, 60 primary and 6 secondary schools and 8 new communities holding Bishop's Mission Orders. Our clergy are deeply committed to fostering church growth across this diverse mission field, not just numerically but in also deepening discipleship, in the nurture of new leaders and expanding church church's presence across this wedge of the city, ensuring that mission is contextually rooted and that the leadership and congregations reflect the diversity of the communities they serve is key.

**Job  
Responsibilities**

**STRATEGY**

- To work closely alongside the Bishop and Archdeacon in developing, delivering and reviewing a measurable and impactful Edmonton Area Plan within the 2030 Vision for London.
- To actively encourage and enable the projects and plans for mission across the Area working closely with the Bishop, Archdeacon and the Area Deans for each of the four Deaneries and other Area and Diocesan staff.
- To develop a strategy in the Area in line with the overarching diocesan Mission Framework, which relates to the other four Area strategies and which leads directly towards plans for growth
- Some of these mission plans will relate to work on funding applications and others which relate to the increased provision and maintenance of services by personal interventions and strategic support.
- Lead on the stakeholder engagement and change management planning for the larger sized mission programmes within the Area
- To work with the Diocese of London 2030 Vision program office to gather appropriate metrics in order to provide a framework for good strategic decision making.
- To support parishes as they develop their mission and vision, adding value such as in facilitating vision and planning events, linking with partners and external bodies.
- To build capacity for mission across the Episcopal Area with different church traditions and practices

**TEAM**

- To enjoy playing a full part in the Area Staff Team, sharing in decision making and development of the program of culture change.
- To work strategically with particular parishes and clergy from time to time as they identify opportunities for making a difference within their local communities.
- To join the Diocese team of Deans of Mission at their monthly meetings and in ongoing collaboration and cross-border working.

**MAINTENANCE OF SERVICES**

- To work with the Area Deans in the delivery of particular mission plans and initiatives in their Deaneries that relate to and will result in services of worship taking place in these churches.
- To encourage churches in their community engagement and social action initiatives, including partnership working across the Area and on specific local projects, sharing best practice so that new and existing services of worship will develop and be maintained to address their needs.
- To provide support for clergy in the delivery of project work in relation to buildings so they will draw new people into worship services. This will include working through the purposes for which the buildings were established and their interpretation of that in the maintenance of services today.

**RESOURCING**

- To work alongside churches in vacancy to remain focused on mission and to plan for appropriate future leadership, supporting the Bishop and Archdeacon in running vacancy and appointments processes.
- To help parishes access the support available from the Diocese of London's Ambition and Priority teams, noting in particular support for new incumbents
  - Ambition teams: Confident Disciples, Compassionate Communities,

Creative Growth (CCX) – and how they link with maintaining church services.

- Priority teams: Growing Younger, Safer Churches, Racial Justice
- To provide advice and support to enable successful church revitalisation including work with current and potential Resource Churches in discerning how their strengths and gifts can be best used in support of planting and other parish support and that new services will be established to serve those currently less well reached.
- To develop prayer initiatives and resources to support mission in the Area.
- To ensure the necessary provision of training for missional engagement and useful sources for theological reflection on mission.

#### **GENERAL**

- Other tasks as assigned by the Bishop as part of his team.
  - In addition to an involvement in a parish the post holder is invited to active involvement in the life of the Archdeaconry and Area Deans in a cycle of church activity, training and engagement with clergy and lay leaders in the Area.
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Qualifications,  
experience,  
knowledge,  
skills, and other  
requirements

Person Specification		
Criteria	Essential	Desirable
<b><i>Education and experience</i></b>		
Parish experience, including church growth/ revitalisation at first hand	<b>x</b>	
Experience of developing and leading teams	<b>x</b>	
A demonstrable ability in strategic thinking and project planning	<b>x</b>	
Experience of coaching and mentoring		<b>x</b>
Experience of constructing and forming mission action plans	<b>x</b>	
Vision and ability to enhance racial justice within churches and in their mission	<b>x</b>	
<b><i>Knowledge and skills</i></b>		
A high degree of people skills, with the ability to motivate and inspire	<b>x</b>	
Wisdom in handling issues of pastoral complexity		<b>x</b>
High level of discretion and ability to keep confidentiality	<b>x</b>	
Able to relate to churches of different traditions across the Area	<b>x</b>	
<b><i>Other requirements</i></b>		
There is an occupational requirement for the successful candidate to be a practicing member of the Church of England	<b>x</b>	
A good eye for detail and process	<b>x</b>	
Consistent ability in keeping to deadlines	<b>x</b>	
Warm and positive communication skills, oral and written	<b>x</b>	
An imagination and flair for problem-solving and innovation as we seek to 'proclaim the faith afresh in [this] generation'.	<b>x</b>	

Person Specification – Competencies and Behaviours	
<b>Focus on Self</b>	Monitors and implements strategy to develop employee wellbeing
	Monitors ethical practices, standards and systems and reinforce their use; respects and represents LDF in a confident, honest, ethical and professional way and set an example for others to follow
	Recognises and adapts to individual differences and perspectives in culture, style, and viewpoint
	Encourages and leverages diverse views and perspectives to develop new strategies, policies and approaches; actively promotes a workplace culture that values fair and inclusive work practices and diversity principles
	Actively and calmly works to solve problems and resolve conflicts

<b>Focus on Others</b>	Maintains effective relationships with senior internal and external stakeholders, including service providers, and other agencies, to achieve desired strategic outcomes for the organization
	Builds cooperation and overcomes barriers to information sharing, communication, and collaboration across workgroups and teams; facilitates opportunities to engage and collaborate with external stakeholders to develop joint solutions
<b>Focus on Team</b>	Commits to, engages in and implements LDF principles of safety leadership; oversees and implements measureable WHS objectives and targets and reviews outcomes
	Reviews safeguarding performance and identifies key risk areas for area of responsibility, taking a systematic risk management approach to safeguard health and safety of self and others
<b>Person Specification – Competencies and Behaviours</b>	
<b>Focus on Service</b>	Maintains high level of awareness of issues affecting people and advocates and negotiates for people issues within social, political and/or other environments as appropriate; establishes and facilitates pastoral care systems
	Identifies people's needs and methods for engagement; oversees service delivery and cooperates across work areas to improve outcomes for people
	Makes decisions that are focused on achieving organisational strategy and outcomes
	Applies secure processes and systems for capturing relevant workplace knowledge; applies policies for the protection of confidentiality of people
<b>Aligns with strategy</b>	Drives strategy and big picture focus within own area of responsibility; builds a shared sense of strategic direction, clarifies priorities, and goals and inspires others to achieve them
	Identifies improvement and innovation priorities, demonstrates reflective, evidence-based practice and innovative thinking