



JOB DESCRIPTION

Bishop's Missioner

Peterborough Diocese is at a key moment as we seek God's vision for us over the coming years. Consistent with the experience of many dioceses, we have experienced long-term decline which has been exacerbated by the pandemic. This manifests itself in many ways, including a significant financial deficit but we are aware that the underlying challenge is missional.

As a diocesan team, our intent is to do everything possible to resource, encourage, support and equip local churches and their leaders to address this challenge. Our aim and our prayer is to help reverse this decline, seeing churches across the diocese flourish to the blessing of our communities. We are building on much excellent past and current work in churches and schools, for which we give thanks. With the arrival of our new diocesan Bishop, we have an opportunity to be more deliberate and intentional in the use of diocesan resources to support the growth and flourishing of the local church and its leaders.

As an expression of this intentionality, we are seeking to appoint a Bishop's Missioner, a key senior position, to support this work by taking a lead role in shaping our strategy. Reporting to the diocesan bishop and working closely with colleagues in the senior leadership team and DBF staff, the role holder will play a leading role in:

- contributing to the development of a new strategy and implementing change associated with this
- developing resource churches and a church planting strategy
- overseeing leadership development and support
- working with our parish support teams to promote the health and vitality of all churches

MAIN RESPONSIBILITIES

1. Contribute to the development of a new strategy and implement change associated with this

- a. Under the leadership of the diocesan bishop and working with senior staff, lead the development of the vision and strategy for the diocese
- b. Recruit and oversee resources to support this strategy, including a Programme Manager
- c. Monitor and evaluate the outcomes and effectiveness of strategic initiatives, ensuring alignment with the emerging diocesan vision
- d. Put in place good governance for the strategic work, aligning with existing governance structures
- e. Work with the central church Vision & Strategy Team to submit successful applications for national funding to support the development and delivery of the diocesan priorities

2. Develop resource churches and a church planting strategy

Build on the work identified by the Resource Church consultant. Partner with church leaders and others to identify opportunities for planting and revitalising churches in other strategic places

- a. Work collaboratively with local and diocesan leaders to identify and prioritise engagement with the most missionally healthy churches, developing their potential to be catalysts for wider diocesan transformation

3. Leadership development and support

- a. Enable mentoring and coaching for clergy and key lay leaders in order to develop thriving ministry teams
- b. Develop a programme of training for clergy and lay people to help them engage with our strategy
- c. Produce a leadership training programme to be run within the diocese

4. Work with our parish support teams to promote the health and vitality of all churches

- a. Oversee our parish support teams and help them develop programmes that support the strategy
- b. Promote collaboration across parishes to share best practice and resources, strengthening their collective impact
- c. Work with the Archdeacons in developing missional deanery plans
- d. Oversee and co-ordinate existing projects: Flourish, Growing Faith

Embedded within all the work led by this role, we expect rigorous attention to and advocacy of: issues of justice, environmental stewardship, safeguarding of children and vulnerable adults, and an enabling of the voice of children and young people

KEY WORKING RELATIONSHIPS

- Senior colleagues, particularly suffragan bishop and archdeacons
- Diocesan Secretary and DBF staff who are helping to support local churches
- Clergy and laity across the diocese
- National church teams, particular Vision and Strategy Team
- Partner organisations - eg LYCIG
- Bishop's Missioners and Directors of Mission and Ministry working in other dioceses

PERSON SPECIFICATION

Qualifications

- A developed theology of (and personal commitment to) strategic mission and ministry, with an ability to express this

Knowledge and Experience

- Experience of leading significant change - and the potential to do this on a wider canvas
- Experience of parochial mission and ministry
- Experience of building and leading teams, with a track record of working collaboratively, demonstrating good interpersonal skills, effective leadership, with the ability to inspire, influence and get things done
- Excellent oral and written communication skills

Personal Qualities and Requirements

- Mature faith and practices, discerning where the Holy Spirit might be leading us
- Strong interpersonal skills and emotional intelligence, with the ability to build relationships and work effectively across a complex organisation
- Good influencing and negotiating skills; adaptable, resilient, able to deal well with conflict; energetic, proactive
- Strong organisational and time management skills; ability to work under pressure, manage multiple priorities and meet tight deadlines
- Strong attention to detail with a commitment to delivering high-quality work; ability to handle data
- Given the nature of the role, and within the provision of the Equalities Act 2010, there is an Occupational Requirement that the post holder is a Christian and a Clerk in Holy Orders (Priest)
- Motivated and equipped to work with and serve all traditions within the Church of England

DETAILS	
Role Title	Bishop's Missioner
Accountable to	Bishop of Peterborough
Member of	Bishop's Management Group, Bishop's Leadership Team Attendee at diocesan governance bodies
Salary/Rate	£43k plus housing
Contract Type	Full time
Probationary period	6 months
Hours	35 hours per week
Ministerial experience	Experienced priest with proven success in strategic work and change management
Holiday	25 days pa
Normal Place of Work	Bouverie Court, Northampton. 1-2 dpw at Bishops' Office, Peterborough Significant evening and weekend working and travel across the diocese
Oversight of	The DBF staff and volunteers engaged in Mission, Children and Youth, Vocations work and Generous Giving
Safeguarding	Current and satisfactory enhanced DBS certificate required along with Senior Leadership Training