



Mission Team Leader Application Pack

March 2025



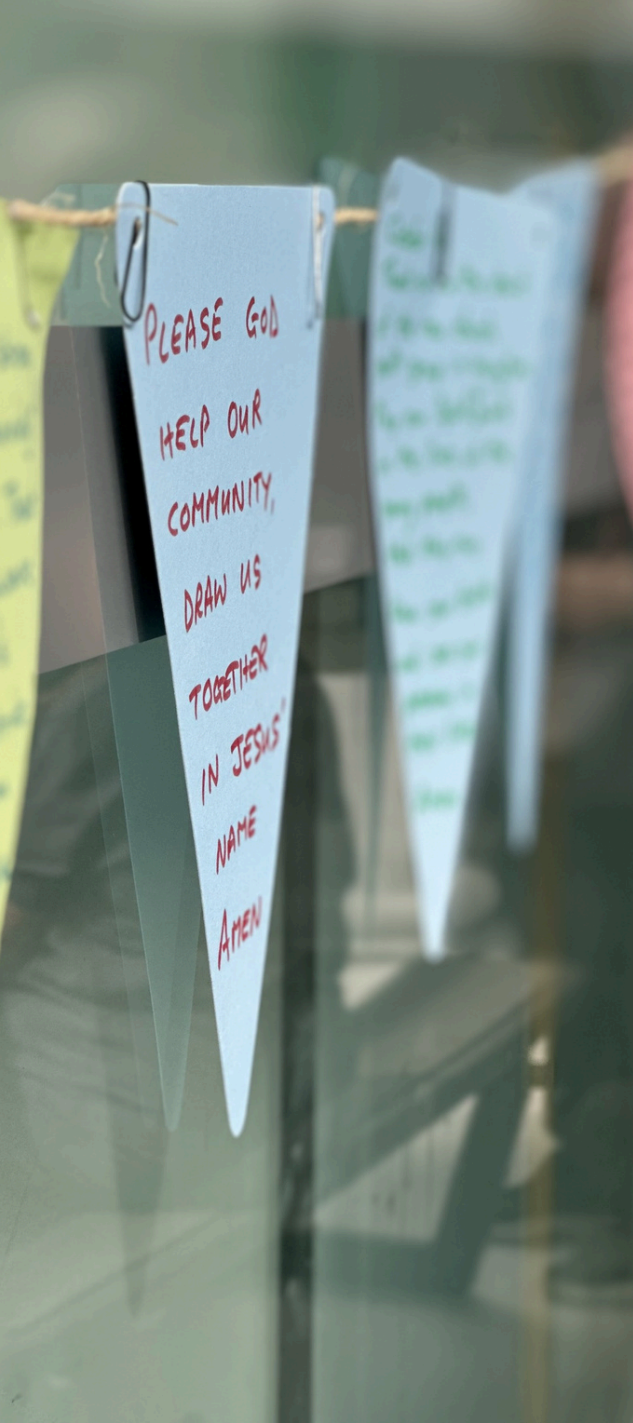
DIOCESE OF
Bath & Wells

Living and telling the story of Jesus

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Dear applicant

Thank you for your interest in the post of Mission Team Leader. One of our core aspirations as a diocese is to be part of transforming communities, including our own, inspired by our Five Anglican Marks of Mission and constantly asking ourselves how we are living them out. The new post holder will discover that there is a strong foundation on which to build, as well as opportunities for development and we are excited to discover what a new colleague will bring to our diocesan-wide team.

We hope that this application pack provides the information you need in order to discern whether to apply for this post. If, however, you have any further questions please initially contact Human Resources.

If you would like an informal conversation about the post, you are welcome to contact Julia Hill, Head of Mission Support and Ministry Development, via email julia.hill@bathwells.anglican.org

The key dates for the appointment process are on the following page. Should you decide to apply for the post we look forward to receiving your application and wish you well. Details on how to apply are at the end of this pack.

Contact details

Human Resources - Enita Andrews, HR Manager

Phone: 01749 685113

Email: recruitment@bathwells.anglican.org

Application details

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application: assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification. If after 3 weeks from the closing date you have not heard from us, please assume that you have not been shortlisted on this occasion. A copy of our privacy policy for job applicants can be downloaded from our website.

Interviews

Interviews will place at Flourish House in Wells on 8 and 9 April 2025 in parallel with interviews for the post of Chaplaincy Adviser. Suitable candidates have the option to apply for both the Chaplaincy Adviser and the Mission Team Leader post, creating one full time post.

Further details will be communicated to applicants invited for interview. The interviews will include a panel interview, leading a workshop and meeting Team Leader colleagues.

Safeguarding

We are committed to the safeguarding and protections of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church in line with Safer Recruitment principles.

This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent
- Take all reasonable steps to prevent those who might children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards.

Further information can be found in our Safeguarding Policy available on the diocesan website.





The Diocese of Bath and Wells

The Diocese of Bath and Wells broadly encompasses the historic county of Somerset, extending to include a small part of the county of Dorset. It is a diverse region with more than 500 settlements across the county. Although two thirds of Somerset is rural, more than half the population lives in urban areas.

The diocese loves and serves in the region of 1,000,000 people who live here through its family of 466 parishes and 182 church schools and more than 170 chaplaincies. This family works for the good of local communities in a range of practical and pastoral ways, caring for the vulnerable, supporting families and encouraging children and young people.

The Bishop of Bath and Wells has overall responsibility for the diocese. He is assisted by the Bishop of Taunton.

The diocese is split into three areas: the archdeaconries of Bath, Wells and Taunton. There are 160 stipendiary clergy posts, 42 self-supporting licensed clergy, 210 licensed Readers and many lay people exercising ministry within and beyond the church walls.

Everything the diocese does is underpinned by prayer and worship and we are driven by our vision that: 'In response to God's immense love for us, we seek to be God's people, living and telling the story of Jesus.' We seek to live this story as disciples of Jesus Christ in the world and to tell it, both in sharing the good news and by the way in which our lives speak about Him.

Living and telling the story of Jesus

Our vision and strategy speaks to the story of Jesus; his life, teaching and work, his death and resurrection; the story which is the context of our faith and the content of our message. In the Diocese of Bath and Wells we strive to be a growing church. We are committed to witnessing and to living out the Gospel of Jesus as we seek to transform and be at the heart of our local communities, sharing in love and care for our neighbours, and service to those in need.

We are working together to achieve this vision by:

- Valuing, cherishing and developing the people and resources we already have
- Sharing in ministry and leadership
- Developing new and existing Christian worshipping communities
- Growing and deepening faith





About the role

The Mission Team Leader sits within our Ministry Support and Mission Development Team and will bring a passion for God's work in the world, in particular for the imperatives to respond to human need in loving service, seeking to notice, challenge and transform unjust structures of society, and safeguarding the integrity of creation so that the life of the earth is sustained and renewed.

This is a lot to accomplish in a part time role! This is because we believe that God is already at work in the world and so we are not asking our Mission Team Leader to work alone but rather to notice where God is at work, notice in whom God is working, name that, encourage it and support it so that we can see that work of transforming communities blossom and grow. We believe that this will not only be good for the people and communities we seek to serve but will also help us to flourish as Church, bringing new life through service and a deep sense of being the people that God calls us to be.

This is an exciting time to join Bath and Wells. The Mission Team Leader will be there to help shape the next stage of development for our chaplaincy and pioneering work, see the results of a Racial Justice audit currently underway, and to shape our understanding of what it means to transform communities in ways that are respectful, healthy and life giving. There is already much good work being done on the ground; we want to see that celebrated, connected and amplified.

Might you be the person to help us do that?



Job description

Our vision

In response to God's immense love for us, we seek to be God's people, living and telling the story of Jesus.

As the people of God across our diocese we seek to grow churches and transform communities through our different areas of strategy.

This role is part of working towards that vision.

For more information about our vision and direction of travel please visit our website bathandwells.org.uk/who-we-are/vision/

All roles within the support services teams work together to bring about this vision. There is particular work for the Mission Team Leader to do in leading on helping us discern how best to play our part in Transforming Communities with an emphasis on the final three Anglican Marks of Mission

Overall priority of the Mission Team Leader

To work strategically to develop the missional gifts and understanding of the support services team and wider diocese to encourage, connect and resource the diverse ministries within our diocese; focussing on enabling:

- parishes and communities to connect with, build and transform communities
- people across our diocese to challenge injustice, build unity and safeguard creation
- the growth and deepening of faith through lovingly serving and connecting to God's world

Outcomes, parameters and objectives:

Below are the outcomes expected from this post and guidance on the parameters. Some of the work on these outcomes will be principally delivered by members of the team with shaping, support and oversight from the team leader.

Specific objectives, in line with the intended outcomes and given parameters, will be agreed with the Head of Mission Support and Ministry Development at your 6-monthly Reviews.

Outcome: Valuing, Cherishing and Developing

- **Those involved in Missio Dei across our diocese feel that their work is noticed and affirmed, and can learn from and support each other**
 - We do not currently have a systematic understanding of the missional activity happening across our diocese. We want to find a way of mapping that activity so that we can make it easier to celebrate and to convene people for shared learning and encouragement
- **Churches across our diocese actively seek to work in partnership with their communities, and the wider world, in ways that bring positive transformation and growth to all.**
 - Our desire is to see more churches recognising and engaged in working in partnership with the wider community
 - This work is cross team, including working with the Deanery and Parish Development Advisers who support parishes in vacancy
- **Christians across our diocese believe that care for God's creation is central to living out faith and take responsibility to act and advocate for the benefit of creation.**
 - The bulk of the work for this outcome is done by the Climate Justice and Environment Adviser and the Net Zero Assistant but the Mission Team Leader has an important oversight and advocacy role
- **We celebrate the rich diversity of God's people, grounded in our understanding that we are each made in the image of God. There is a mutual valuing and cherishing of each other across our diocese and beyond.**
 - This strand of work happens across teams and areas. Within the Mission Team there is a particular focus on cross cultural understanding and mutual respect through Racial Justice and World Mission, as well as on areas such as Interfaith and Ecumenical work
 - The Mission Team Leader will be particularly important in making the connection between faith, scripture and challenging injustice, and in helping people to see how they can make a difference to unjust structures

Outcomes, parameters and objectives:

Outcome: Sharing in Leadership and Ministry

- **Churches across our diocese are filled with diverse people responding to God's call to a wide range of complementary ministries in every context.**
 - This work is cross team, with the Mission Team having particular expertise to offer around chaplaincy and pioneering. Our diocese has done work on the development of both chaplaincy and pioneering, initially as development projects. The next stage is to embed these approaches to ministry within the work of the diocese so that there is mutual enrichment of those in ministry in a wide variety of contexts
 - The Chaplaincy Adviser (to be appointed) and New Christian Communities Lead, with responsibility for pioneering, both sit within the Mission Team. They will be working closely with the Vocations Team Leader and Ministry Training and Support Team Leader to take forward the work of better integration of these ministries in a mixed ecology church.
- **Decision-making spaces and structures are accessible for people of all ages and backgrounds so that they are representative of the communities they serve.**
 - This work is cross team, with the Mission Team making a particular contribution around Racial Justice and Ability/Disability alongside colleagues in other teams who advocate with and for those from communities high on the IMD scale, and for children and young people and other under-represented or marginalised groups

Outcome: Developing Worshipping Communities

- **Every benefice can show a range of worshipping communities aimed at a diversity of people and giving opportunities for growth in discipleship**
 - This work is one where the Mission Team takes a lead. Whilst there are many expressions of worship across our diocese, there is work to do on encouraging and enabling people to offer a range of worship that is attractive to people beyond the existing congregation
 - Many churches offer hospitality and are engaged in social action. There is work to do to explore how those might provide more opportunities to explore faith and grow in discipleship.
- **New Worshipping Communities are welcomed as equally valid forms of church and work towards being sustainable as part of a mixed ecology**
 - There is work to do in welcoming a wide variety of expressions of church, including lay-led, and to help newer expressions build towards sustainability
 - This is an area of focus for the New Christian Communities Lead

Outcomes, parameters and objectives:

Outcome: Growing and Deepening Faith

- **Christian social action is noticed encouraged and amplified across our diocese so that communities are transformed, God's love shared, and Christians deepen their faith in God**
 - There is much work being done at a local level in terms of people living out their faith in service of God's world. We have work to do in more systematically noticing that work, connecting those with learning to share, and encouraging more people to deepen their faith through engagement with God's world.

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Team Leader and wider responsibilities:

- The Mission Team Leader works alongside the Vocations Team Leader, Ministry Training and Support Team Leader and the Head of Deanery and Parish Support, who is currently also the Head of Mission Support and Ministry Development. The team leaders meet fortnightly to support one another, provide coherent strategic leadership, share insights and resolve issues that arise.
- The Mission Team Leader has responsibility for line managing the Mission Team, including both paid and unpaid team members, and the groups associated with the areas of work that falls within the team.
- The Mission Team Leader manages the Mission Team budget, including the disbursement of Mission Grants when funds are available.
- The Mission Team Leader will be a Deanery Accompanier for one of our 18 deaneries.
- Additional duties may be required, in agreement with the Head of Mission Support and Ministry Development.

Reporting to the Head of Mission Support and Ministry Development, the role will line manage:

- Chaplaincy Adviser (p/t vacant)
- Climate Justice and Environment Adviser (p/t)
- New Christian Communities Development Lead (p/t)
- Zambia Programme Coordinator (p/t)
- Ecumenical Adviser (voluntary role)
- Interfaith Adviser (voluntary role)
- World Mission and Global Justice Governance Group (voluntary role)

Key Colleagues to work with on outcomes:

- New Christian Communities Lead
- Chaplaincy Adviser (to be appointed)
- Climate Justice & Environment Adviser
- Net Zero Enabler
- Zambia Programme Coordinator
- World Mission and Global Justice Group – Mission Team Leader is ex-officio member
- Bishop of Taunton
- Ecumenical Adviser (vol)
- Interfaith Adviser (vol)
- Head of Mission Support and Ministry Development
- Vocations Team Leader
- Ministry Training Team Leader
- Archdeacons of Bath, Taunton and Wells
- Wider Support Services Colleagues
- Bishop of Bath and Wells
- Area Deans and Lay Deans





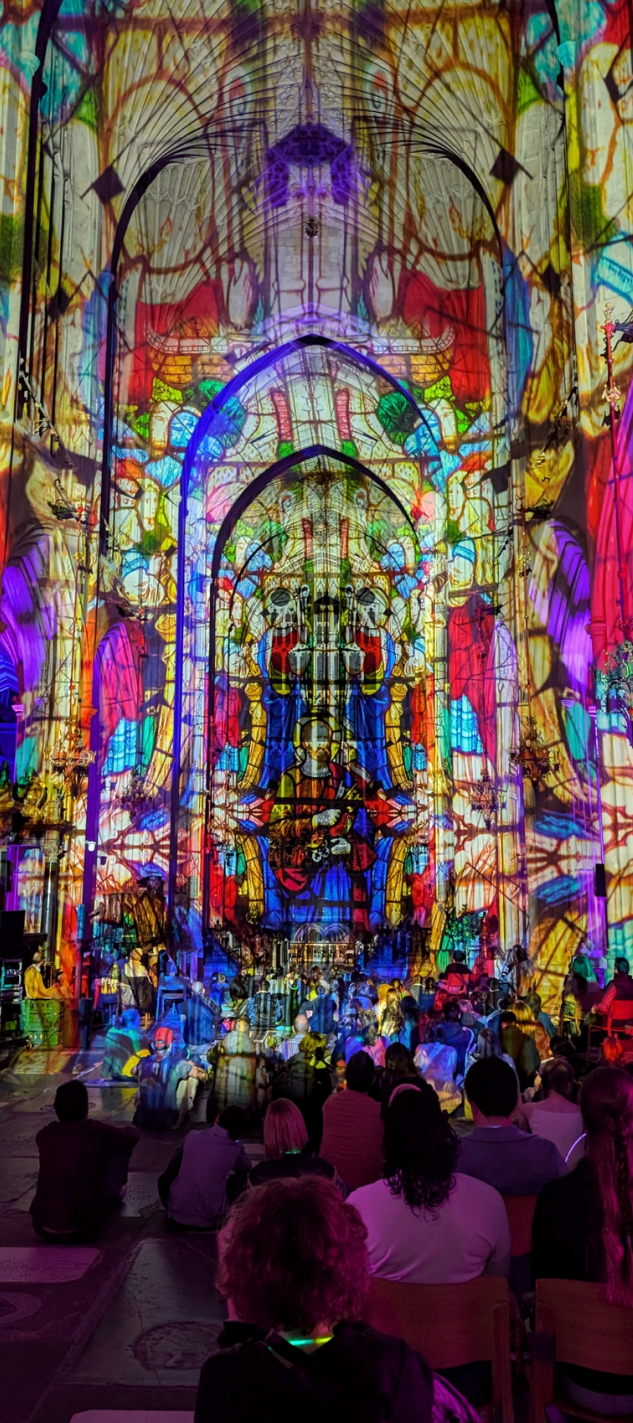
Person specification and role requirements

Person specification

- Someone who has a strong sense of personal responsibility and loves to take ownership of resolving challenges, getting the heart of the issue, and who goes the extra miles to find a solution.
- Someone who is an enabler of others – the Mission Team Leader role is to encourage, connect and inspire those on the ground to be active in God’s mission.
- Able to resource, connect and affirm others to do God’s work and share in that with each other
- Able to build team: both of paid staff and wider diocesan teams, noticing and drawing on the skills of others
- Committed to working in partnership and able to help and inspire others do so
- Deeply grounded in their theological understanding of God’s world as a diverse gift to treasure and embrace, and able to help people make connections between the world and their understanding of God
- Committed to the Anglican 5 Marks of Mission
- Committed to actively advocating for and modelling inclusivity
- Committed to listening to the wider community and world, and able to help others do so.
- Someone with cross cultural experience and understanding
- Able to hold the leadership space with grace, giving direction where needed and able to create space for others to grow in their leadership
- Able to manage a budget and allocate resources

Role requirements:

- We are seeking a person who shares our values and, whilst not necessarily an Anglican, is a practising Christian. As a result, this post is subject to an occupational requirement that the holder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.
- Understanding of safeguarding and data protection
- Access to own transport and able to travel around the diocese
- Able to work flexibly, outside office hours and at weekends where necessary
- Competent use of IT including MS Word, Outlook, Teams, Excel and PowerPoint



Terms and conditions

Hours of work

Part-time - 0.5/6 contract (18-21.5 hours per week). Based in the Diocesan Office, Wells

Salary

£41,284 - £47,792 per annum, pro rata

Term

Permanent

Pension

Our pension scheme is administered by the Church of England Pension Board. The employer contributes 10% of the employee's pensionable salary and the employee may choose to make an additional voluntary contribution of any proportion of their pensionable salary. Options are available for clergy to join the clergy pension scheme - for more information please contact our HR team.

Holiday

25 days per calendar year, plus holiday pro rata. The holiday year runs from 1 January to 31 December. Additional discretionary days may be given at Easter and Christmas.

Probation

This post will be subject to a six month probationary period.

Expenses

All reasonable working expenses, including mileage for travel, will be met at the agreed Diocesan rates.

How to apply

Please apply for this post using the application form and equal opportunities monitoring form which can be downloaded from <https://www.bathandwells.org.uk/-vacancies/diocesan-staff/> - and send this by post or email, to:

Human Resources
The Diocese of Bath and Wells
Flourish House
Cathedral Park
Wells
BA5 1FD

Email: recruitment@bathwells.anglican.org

The closing date for applications is Sunday 30 March 2025

Interviews will take place over 2 days in Wells on Tues 8 and Weds 9 April 2025. Candidates will be invited for one of those days.

All applicants are required to complete a Confidential Declaration Form as part of our recruitment process when an offer of employment is made. The form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment/appointment process and, when appropriate, the nominated safeguarding lead or someone acting in a similar role/position. All forms will be kept securely in compliance with the General Data Protection Regulations, 2018.





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