



# Church Mission Society **Long Term placements**

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If you do have further questions  
please contact the recruitment team  
at **[vro@churchmissionsociety.org](mailto:vro@churchmissionsociety.org)**  
or on **01865 787416**.



# Recruitment:

## Long Term placements

**Church Mission Society long term mission partners are called to make a commitment to cross-cultural mission for a minimum of four years.** CMS walks with you as you explore your call to mission, wherever God is leading you. Being a mission partner is not just doing a job; it's living out the gospel day by day.



### Where will I go and what will I do?

Church Mission Society has strong relationships with church networks, community-based organisations and NGOs in Africa, Asia, the Middle East, Europe and Latin America. This means we have access to a wide range of mission opportunities. As we get to know your gifts, skills and previous experience, we look at options based on these and your sense of calling. We look for strategic opportunities where skills can be shared, capacity developed and learning exchanged, in both directions. Part of your role will be to share skills with others so that work continues once you have returned home. If you express a preference for a particular location or role, we will take this into account.

Obviously situations can change: roles are filled by other people, visas may be refused and countries become unstable. While there may be possible locations and placements that we look at during the selection process, we cannot guarantee they will still be there when you are ready to begin service. For this reason our focus during the selection process is on your calling and suitability to serve overseas rather than on a specific location.

Here are some examples of work our mission partners are involved in: campaigning to end female genital mutilation across 28 countries in Africa, running a child crisis centre in Uganda, church planting in Chile, educational consultancy in Nepal and medical work in Central Asia.



### Who does CMS look for?

- People who sense God calling them to mission service and have been testing that call.
- People with a living and mature Christian faith who are part of a local worshipping community who recognise and want to support their calling.

**With Jesus  
With each other  
To the edges**



### **Who does CMS look for?**

- People who are prepared to join the CMS mission community.
- People committed to sensitive, evangelistic mission, willing to give of their time, build relationships and be faithfully part of the local church where they are serving.
- People sensitive to the issues of cross-cultural mission and open to learning from living and working cross-culturally.

We have people serving with us who are single or married and with or without children. If you are married, we request that both partners complete the application process so we can look at opportunities that work for the whole family.

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# Recruitment: Process

**Complete an enquiry form** and return it to CMS with your CV.



**Attend an initial interview** at CMS House in Oxford where we can begin to get to know you and you can discover more about CMS.



**If after first interview we are both happy to proceed, we will:** invite you for follow up interviews, take up three references (clergy, employer/tutor, personal), share your details with regional managers who will begin considering placements and locations.



**Attend a selection weekend,** where you will be interviewed further by our group of volunteer selectors. At the end of the weekend you will be informed of the decision which will be either:

- selected into training
- not at this time
- no



**Attend follow up interviews** at CMS House in Oxford (including separate interviews for both members of a couple) where we will explore further issues relevant to cross-cultural mission. You will also meet relevant regional managers to discuss potential placements and locations.



If selected into training then the following things will happen over the next few months:

- finalising placement
- support raising
- DBS check and medical clearance
- training

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# Recruitment: Details



## **The CMS selection process**

The selection process aims to get to know you and explore with you where God is leading. This is a two-way process – a time for you and CMS to discern a direction together. To join our long term programme you need to fill in an enquiry form and we'll invite you in for a series of vocational interviews. If after first interview we are both happy to proceed, we will take up references and invite you for a further interviews. During the interview we'll discuss potential placements and answer any questions you have. The stage after this is a selection conference – and the full process is outlined in the diagram above.



## **How will I be prepared?**

As we get to know you through the selection process and gain a clearer idea of your location, we begin to explore your learning needs. This is so that you can be as effective as possible in location and can continue to grow as a Christian. Our dean of mission education will meet with you after the selection conference and together you will draw up a personal learning plan. This learning plan will include:

- 10-week residential training in Oxford including a combination of theology, practical mission training, a research project and connecting with CMS staff.
- Orientation in region including language study if necessary.



## **How will I be supported?**

After the selection conference you will be assigned a personnel officer who stays in touch with all mission partners in your region. Together with your regional manager, who will finalise your placement, they will help you as you prepare and keep in contact once you are overseas.

Once in location you are becoming part of the local community and the majority of your support will come from there. CMS will also put you in contact with other people in mission serving in your area and will invite you to any gatherings that take place in your region. CMS also encourages prayer support through various online and printed publications.

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# Recruitment: Details

Mission partners work on a cycle in their location for up to three years and then return to the UK for up to six months to rest, visit supporters and continue personal and professional learning. When you are returning to the UK you will be invited to CMS for a debriefing interview to unpack your experiences. If you feel you would like further debriefing then an opportunity will be given with a trained external facilitator. When in the UK, you will also be invited to a people in mission conference in the UK, taking place twice a year.



## **How will I be resourced?**

Church Mission Society believes that if God calls God will also provide the necessary resources, both financial and spiritual. We work with you to ensure that you are fully resourced with prayer and finance for where God is leading you.

In raising support we will:

- develop a budget for you based on location and your family situation
- discuss with you ideas for raising support, both financial and prayer, from your own networks
- introduce you to CMS churches that are looking for mission partners to support
- produce communication materials, including profiles and link letters, to help raise your profile



## **How long does all this take?**

The selection process can take from a few months up to nine months. It can then take up to 18 months from being selected to getting on a plane with time being used for confirming your placement, raising support and training.

# Recruitment: Details and Contact



## **What happens when I return?**

Mission partners returning to the UK for the final time will be invited to CMS for a debriefing interview to unpack their experiences and consider what is ahead. If you feel you would like further debriefing then an opportunity will be given with a trained external facilitator. You will also be invited to a CMS People in Mission conference where you can meet up with other recently returned people in mission. You will need to visit supporting churches to thank them for their gifts, however we also encourage returning mission partners to devote time to resting and holiday.

Returning home need not be the end and we hope that all returning mission partners will continue as members of the CMS community and discover where God is leading them next.



**For further information about Church Mission Society,** go to our website where you can find the following information: [who we are, our history, our work, news and stories, mission focuses and mission principles](#)

For more information or to ask any questions, please get in touch with the recruitment team on **01865 787416** or email [vro@churchmissionsociety.org](mailto:vro@churchmissionsociety.org)

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