

Post	Pioneer Mission Training Oxford Leader
Responsible to	Britain Hub Mission Director
Team	Post Christian (Britain) Hub
Group	People and Learning
Proposed grade	G
Contract	Permanent
Hours	4 or 5 days/week (28 or 35 hours a week)

The organisation you'll be joining

Welcome to Church Mission Society, where we are passionate about God's mission and eager to see more and more people become followers of Jesus. For 225 years CMS has been at the forefront of global mission, living out the gospel of Jesus, seeing lives changed and communities transformed across the globe. Often in ways we could not have anticipated.

Founded by William Wilberforce and other members of the Clapham Sect group of activists in 1799, today CMS supports hundreds of people and partners in mission working together across Africa, Asia, Latin America, Europe and the Middle East. We also train UK Christians for creative, ground-breaking mission in Britain.

From empowering marginalised people to reach their God-given potential to standing in solidarity with people whose faith makes them outsiders in their culture to pioneering mission among people who might have given up on God, CMS is at the cutting edge of mission, displaying the love of Jesus to many people who might not have believed he was for them.

In the last few years, we've undertaken a prayerful review of our organisation, in order to discern our mission call for this generation. In the process we have rediscovered and been re-inspired by the pioneering spirit of our founders. Those joining the CMS global mission community today will find a diverse group of people that have been reinvigorated with a fresh vision to join together to make disciples of Jesus among people at the edges, both in the UK and around the world.

Jesus spent much of his time with people at the edges, and that's where we want to be too.

Church Mission Society invites people at the edges of church, the edges of society and the edges of our comfort zones to follow Jesus and play a part in his story. Come with us to the edges and discover God at work in ways you might not have expected.



Our culture

At CMS we work hard to ensure that every member of staff is valued, supported and encouraged to continually learn and develop their skills. We rely upon God's presence, wisdom and grace and therefore, prayer is central to everything we do.

Our vision

To see our world made new by the love of God as we follow Jesus to the edges.

Our purpose

We exist to make disciples of Jesus at the edges.

Our core values

Pioneering. Relational. Faithful. Evangelistic.

Your role

The Pioneer Mission Training (PMT) Oxford Leader's role is to oversee the Oxford Centre and manage its programmes and team.

The shape of international mission has changed significantly; we are increasingly aware that the western world is no longer the global centre of Christianity. Like many mission organisations, over the past few decades CMS has moved towards becoming more decentralised and locally-led. Together with our brothers and sisters in mission in Asia, Africa, Latin America, Europe, the Middle East and the UK, we are aiming to help build a truly global mission movement of people who are called to make disciples of Jesus at the edges.

We organise our mission around 10 or so key mission contexts where Christian presence is minimal or marginal. One of these is Post Christian Britain, where this role is located. The wider vision is to develop and support a mission movement to the Britons who are never likely to come to church as it is. We want to see missional communities habitually forming and deep social and transformational impact. Pioneer training is a key way we nurture the imagination and practice to join this mission. It has also been a key way that we have built the movement. An area of growth and development has been the addition of African Christianity and Asian Christianity MA pathways over the last few years. We are now integrating this into an intercultural MA.

CMS pioneer mission leadership training began in 2010. We offer awards at certificate, diploma, BA and MA levels validated by Durham University in a suite of Common Awards delivered in Oxford, and a DTh through Roehampton University. Individual modules may be audited, and there is a pathway for training ordinands in the Church of England. CMS are part of a Theological Education Institute (TEI) with Ripon College Cuddesdon – what this means in practice is that our administration in relation to Durham University for student pathways, exam boards and so on is in a partnership with Cuddesdon but the teaching is delivered and managed by CMS.



To see more about our pioneer training courses: churchmissionsociety.org/pioneer

Your relationships

The role is responsible to the Britain Hub Mission Director, and will lead the PMT Oxford team and be part of the leadership team for the Post Christian (Britain) Hub. Key relationships will be with other teaching staff, administrators and programme leads on the team, the librarian, TEI principal at Ripon College Cuddesdon, head of practical theology unit at University of Roehampton and the programme marketing officer.

Your responsibilities

Lead person of Oxford PMT (40%)

- Lead the Oxford PMT team including managing, motivating and developing staff
- Provide strategic leadership for PMT in Oxford, overseeing delivery of courses
- Oversee the Oxford courses' future growth and development
- Work with marketing officer and CMS communications team to recruit into programmes
- Work with Britain Hub director on annual budget

Programmes (40%)

- Organise the team, including working with programme leads, to deliver teaching in Common Awards
- Organise the team involved in the DTh programme from the CMS side of the partnership with Roehampton University.
- Support and manage the teaching team and librarian to work creatively together
- Be the lead person in liaison with the wider TEI partnership. Attend and play an active part in board of studies, Common Awards management committees and exam boards and other course related meetings, liaising with Durham University and the Ministry Division of the Church of England where necessary
- Plan teaching and take a significant role in it
- Mark assignments and manage the assessment side of the awards in partnership with the academic administrator
- Manage the modules with other lecturers in the team or external lecturers – this will include recruiting module leaders, supporting them, using Moodle and monitoring their effectiveness through evaluations
- Ensure there is good student support including assigning tutors for students and tutoring a share of students, enabling students to find a local mentor and working with the volunteer student chaplain



- Manage student reporting for ordinands
- Work closely with the academic administrator to ensure the above functions and tasks are delivered
- Play an active role in recruitment of students – promoting, organising open days, meeting interested potential students, networking, interviewing students
- Attend some of the weekends for ordinands (typically one per term) and other residential components.

Leadership within Britain Hub (10%)

- Take part in the leadership of the Post Christian (Britain) Hub team together with the Britain Hub Mission Director, Acts 11 lead, movement leader and Pioneering Parishes leads

Wider advocacy (10%)

- Play an active role in being an advocate for pioneering mission in CMS, the wider church and in other national and international networks through publishing, speaking, digital media as opportunity and capacity allow
- Encourage and participate in research
- Publish on missiology and pioneering
- Liaise and share learning in the wider CMS pioneer network. In particular this will involve liaising with the movement team and network of learning hubs
- Liaise with People and Learning team around how the training offerings can be made available and developed in relation to the wider CMS network and people in mission

Other

- Establish and work to a learning budget and work within the funding mechanism for people in mission in training
- Ensure the safety and security, and respect the rights, of all staff, partners and supporters:
 - Understand and follow CMS safeguarding policies.
 - Understand and follow security procedures for all public materials and content, to keep mission personnel and strategic partners safe. Ensure the confidentiality of supporters and that all data relating to them is maintained and processed in compliance with the General Data Protection Regulation (GDPR) and Privacy and Electronic Communications Regulations (PECR)
- Carry out any additional duties commensurate with the role as required by your line manager



Values and behaviours

All CMS line managerial roles are expected to manage and lead in accord with CMS's values and behaviours. In doing this, a CMS manager should display managerial competencies and approaches which support these values and behaviours as well as the building of a culture which sustains the success of the new CMS organisational strategy. In particular, CMS gives priority to:

- Developing a learning culture
- Developing a safe culture (which embeds safeguarding in all we do)
- GDPR compliance
- Cross-team working
- Diversity and inclusion
- Embedding mission spirituality across CMS
- Empowerment and coaching
- Creativity and innovation



Person specification

Job title: Pioneer Mission Training Oxford Leader

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Theological or missiological qualification to PhD level	
Experience	<ul style="list-style-type: none">• Experience of leading/managing others• Experience of working in university education and systems• Experience of working with students in theological/missiological education and formation• Teaching experience	<ul style="list-style-type: none">• Pioneer ministry/mission experience• Team leadership• Research
Skills and Abilities	<ul style="list-style-type: none">• Strategy• Teaching• Supervising dissertations• Leading small tutorial group• People person – empathetic and encouraging• Networking• Designing assignments and curriculum• Collaborative working• Managing your own administration• ICT – use of computers, interfacing with Moodle or equivalent	<ul style="list-style-type: none">• Writing and publishing academic work• Being a champion in the wider public domain for the training
Knowledge & Understanding	<ul style="list-style-type: none">• Contemporary mission issues• Understanding of pioneer ministry• Understanding of mission in relation to diaspora churches	<ul style="list-style-type: none">• Anglican church and ordained pioneer ministry



	<ul style="list-style-type: none">• Theological and mission education world, systems and politics• University processes	
Disposition	<ul style="list-style-type: none">• Team worker• Leader• Passionate about mission• Open and curious• Able to work alone and manage own time and tasks• Able to take initiative and responsibility• Flexible and creative	
Other	<ul style="list-style-type: none">• Practicing Christian who is committed to the aims and values of CMS• Willingness to complete safeguarding checks• Willing to work some weekends or evenings	



Terms and conditions

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Conditions, including but not limited to the below:

1. The appointment is subject to satisfactory references, safeguarding checks and a probationary period of six months.
2. **Salary:** The post is within Grade G of the CMS salary scales; starting at £33,436 per annum pro rata (£41,795 pa full-time equivalent) with further salary advancement opportunity. Salaries are reviewed annually at the beginning of February.
3. **Expenses:** Expenses incurred in connection with work in accordance with established regulations will be paid.
4. **Pension:** There is a group personal pension scheme applicable to your employment and you are entitled to participate in this scheme subject to the rules of the scheme. You will be automatically enrolled into the scheme, however there is an opt-out option. The employer's contribution is five per cent while the employee's contribution is three per cent of the pensionable salary. In addition, CMS will match your additional contribution (over the min three per cent) up to an additional five per cent. The life insurance scheme provides a death in service benefit of four times the basic pay.

Those eligible for pension rights under the Clergy Pensions Measures administered by the Church of England Pensions Board may continue to qualify for those rights.

5. **Work base:** This is an office-based post and this will be your centre for the purpose of claiming travelling expenses if appropriate. Under the CMS hybrid working policy, you may work from home for up to sixty per cent of your contracted time per week but we reserve the right to require you to work full-time in the office if necessary.
6. **Holiday entitlement:** Annual leave is 28 days pro rata, of which up to 3.5 pro rata are to be taken between Christmas and New Year, plus statutory bank holidays.
7. **Notice:** three months' written notice on either side is required for the termination of the appointment after the probationary period.