

Post	Mission Director
Responsible to	CEO
Team	Mission team
Group	Mission group
Proposed grade	H
Contract	Permanent
Hours	Full time (35 hours a week)

The opportunity

The organisation you'll be joining (About Church Mission Society)

With Jesus. With each other. To the edges

Church Mission Society is passionate about God's mission and eager to see more people become followers of Jesus. For over 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.

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, the UK and the Middle East. We work closely with local partners, including two sister organisations, Asia-CMS and CMS-Africa. We also train Christians for creative, ground-breaking mission in Britain. Our roots are in the Anglican tradition, and much of our work takes place with partners from the wider Anglican Communion.

From empowering marginalised people to reach their God-given potential, to equipping and encouraging people whose faith in Jesus puts them in a minority, to discovering creative ways to share the love of Jesus among people unconnected to church, 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.

Context to this appointment

This is a key moment in the history of CMS. In recent years, CMS has undertaken a prayerful review of our mission strategy and organisational structure, in order to discern a fresh mission call for this generation. Through a re-founding process, internally known as the Isaiah Project, we have rediscovered and been re-inspired by



the pioneering spirit of our founders. Our goal today is to follow God's call to "the edges": those areas where the name of Jesus is rarely (never) heard, where the church is marginal or minimal or where it is difficult to follow Christ.

Within this new strategy for the period 2024-2027, we have three key mission objectives:

- people encountering and becoming disciples of Jesus Christ;
- new communities of disciples at the edges growing in their own cultures and transforming communities; and
- mission at the edges being multiplied as passion for mission is imparted and mission movements grow.

While focusing less on (but not abandoning entirely) our traditional approach of placing mainly British mission partners overseas, our new approach to the organisation of mission is based on teams of people from CMS and partner organisations, all working together in co-creation, as a vehicle to see mission movements flourishing in edge-contexts (we call these teams 'hubs' internally).

Over the next four years we aim to see 9-12 hubs being developed globally, with our resources, fundraising and recruitment being increasingly aligned to these areas. At present our focus is on nine hubs, seven of which have already been launched, and two of which are under further exploration in Asia.

The existing seven are:

1. Supporting and discipling followers of Jesus from a Muslim background in the Middle East and North Africa
2. Equipping the established churches of the Middle East and North Africa to engage with the next generation of disciples
3. Making disciples of Jesus in areas suffering from prolonged armed violent conflict in DR Congo and South Sudan
4. Joining in with what God is doing in minority Christian contexts in East Africa
5. Catalysing pioneering mission across Latin America
6. Mobilising indigenous Christians across south America, discipling and developing a new generation of missional leaders
7. Training and support for Christians in Britain to engage in mission effectively in their local communities

The establishment of these hubs and the embedding of a new strategy and organisational culture are well under way.

We are therefore looking for a person of integrity, a missional leader with strong strategic ability and experience, to continue to deliver, refine and grow the new approach, strengthening the supporting environment for it to flourish and to promote it to CMS's networks and supporters.



Our culture

CMS works hard to ensure that every member of staff is valued, supported and encouraged to continually learn and develop their skills. In this, 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

As part of CMS's senior leadership team, the Mission Director plays a critical role in leading the implementation of CMS's new mission strategy. Firmly embedded in the organisation's vision to make disciples of Jesus at the edges, this role is responsible for building, coordinating and sustaining global mission hubs, facilitating collaborative engagement with strategic partners and catalysing mission movements that are sustainable, Spirit-led, and locally rooted.

More specific priorities for the Mission Director will be to:

- support the team to turn emergent hub initiatives into maturing and effective ministries, building mission movements with a compelling story
- oversee the continued development of a supportive operational infrastructure that enables the hubs to flourish
- promote the growth of CMS's mission work, and to in turn envision and motivate external audiences to join in with that growth, thus to strengthen the hubs-based approach to mission
- support fundraising and communications efforts, helping to attract new supporters and developing a sustainable funding model
- embody our values and lead with humility, grace and prayerfulness

Your key relationships

- The mission team, including mission managers, hub strategist and team administrator
- Key strategic partners leading hubs and hub team members
- People in Mission and CMS staff
- The Britain hub director
- The senior leadership team
- The CEO



- CMS board of trustees
- Leaders of the CMS mission network
- Key leaders in other mission agencies, Anglican or otherwise, especially those in the Church of England's mission agency network Partnership for World Mission
- Senior church and network leaders in Britain and beyond

Your responsibilities

I. Strategic leadership, the wider organisation and external audiences (50 per cent)

- As a member of the senior leadership team, work collaboratively to implement high-level strategy and achieve the cultural, structural and functional changes imagined for the whole organisation.
- You will also collaborate closely with peer senior leadership team directors to ensure;
 - strategic funding alignment, a strong fundraising proposition and effective financial sustainability
 - effective support for people, including staff and People in Mission
 - effective collaboration with the mission work in Britain
- The focus of your role will be to provide strategic leadership to deliver and implement CMS's global mission strategy with a focus on movement-building at the edges, overseeing the establishment, effectiveness and maturity of hub teams.
- You will communicate the best of CMS's mission work (success, failures, learning and vision) to key donors and supporters, to international partners, to peers and mission networks and to churches as appropriate, inspiring others to join in with the mission of CMS.
- In the role you will promote a Christ-centred culture across the organisation, inspiring the organisation and the wider CMS community and international network, leading reflections for small and large audiences, committing to personal spiritual development, based on a solid understanding of Scripture, and to regular prayer.
- Work closely with the mission practice subcommittee of trustees to ensure that the wider board has all the information it needs to oversee the mission practice of the organisation and to achieve excellence in all matters of governance.
- Work closely with the Britain hub director and the wider Britain hub team to support, encourage and ensure alignment with CMS's global mission strategy. Both the mission team and the Britain hub team are within the mission group at CMS.

II. Mission team leadership and development (50 per cent)

- Collaboratively refine the mission strategy, through careful discernment, reflective learning/feedback and the outworking of a strong monitoring and evaluation process and systems.
- Manage, support and supervise regional mission managers and the wider mission team. Carry out regular line management responsibilities such as recruitment, appraisal, approvals, regular catch-ups planning and objective setting and coaching and talent development.



- Oversee the delivery of robust grant making, security (including crisis management) and safeguarding policies, financial processes and accountability and governance across all mission work, ensuring strong compliance and best practice in these areas.
- Lead the team through annual planning and budgeting cycles and review.
- Ensure a healthy team rhythm of meetings, devotionals and prayer and learning reviews and develop a collaborative and flourishing team environment.

III. Other

- Travel up to 50 days per year to meet with strategic partners, to network and connect with people in mission across the world.
- Carry out any additional duties commensurate with the role as required by the CEO.
- 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).

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

Mission Director

	Essential	Desirable
Qualifications	• Postgraduate qualification in business management or similar management/leadership studies or significant experience and an appetite for continued learning and personal development • NB: this position is open to both ordained and lay candidates.	• Further theological education/ missiological training
Experience	• Senior role in mission organisation/charity with responsibility for managing people, formulating and implementing strategy and managing budgets • Significant team management experience, including managing people working across different time zones and different cultures • Track record of significant accomplishments in mission engagement • Substantial cross-cultural/mission experience/ experience of living/ working overseas • Track record of leading through significant change • Grant management	• Experience of working in a multidisciplinary and multi-cultural team • Leading/delivering missiological training • Experience of facilitating co-created projects and initiatives with a range of different churches/organisations • Experience of being involved in building/catalysing wider movements



Skills and abilities	• Proven effective leadership skills with an ability to inspire and lead change and development in a large, influential and complex organisation with a strong track record of delivery • A strategic and innovative thinker who can reason analytically and clearly, challenging current thinking with persuasiveness and tact • A clear and effective communicator inspiring vision, faith and hope in others • A confident networker with strong influencing abilities, highly skilled at working with Christians and others of different traditions, cultures and backgrounds • Ability to nourish and grow a community	• Working knowledge of at least two prominent world languages relevant to countries where CMS partners or hubs are based
Knowledge and understanding	• Awareness of the Anglican, ecumenical and evangelical scene within which CMS operates in Britain and internationally, and the flexibility to relate to others within this context • Up-to-date knowledge of current issues in world mission	• Understanding of how to guide and grow movements, nationally and internationally



	• Imaginative eye for mission opportunities backed by practical experience • Good understanding of cross-cultural issues • Good understanding of team development, safeguarding and GDPR and international security issues	
Disposition	• Humble and ready to serve others, living out CMS's core values: pioneering, relational, evangelistic and faithful • Passion for participating in God's global mission • Flexible • Resilient with an ability to proactively manage stress levels in self and team • Adaptable	
Other	• A committed and practising Christian committed to CMS's values, aims, and ethos • Prayerful and discerning • Spiritual maturity and wisdom • Medically fit to undertake international and domestic travel (up to 50 days per year) • Satisfactory completion of enhanced DBS check	• Full clean driving licence



** It is considered that there is an Occupational Requirement under the Equality Act 2010 for the postholder to be a communicant member of the Church of England, a church in communion with the Church of England, a member church of Churches Together in Britain and Ireland or a member church of the Evangelical Alliance.*



Terms and conditions

Mission Director

Conditions, including but not limited to the below:

1. The appointment is subject to satisfactory references, safeguarding checks and a probationary period of three months.
2. **Salary:** The post is within Grade H of the CMS salary scale, starting at a salary of circa £60,000 per annum. 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. CMS contribution is 10 per cent of the pensionable salary. Employee contribution is not compulsory; however, CMS will match your contribution 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 the office in Oxford will be your centre for the purpose of claiming travelling expenses if appropriate. Under the current CMS hybrid working policy, staff may work from home for up to 60 per cent of their contracted time per week, but this a leadership role which requires a high degree of visibility. 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:** Post the three months' probation, four months' written notice on either side is required for the termination of the appointment.



Appendix I

CMS Ethos Statement

The Church Mission Society (CMS) is a community of people in mission, working in Africa, Asia, Europe and the Middle East, and Latin America. We are an international voluntary community united in obedience to the call of God to proclaim the Gospel in all lands and to draw all peoples into fellowship with the Lord Jesus Christ.

As a community CMS:

- seeks to express four key values: pioneering, evangelistic, relational, faithful.
- engages in evangelistic mission through the exchange of people, ideas and resources; in project funding and training, with a particular commitment to work in places where the name of Jesus is rarely heard.
- works in five key contexts: on the margins; in cities; among peoples of many faiths; against a background of materialism and secularism; amongst and with women in marginalized situations, young people and children.
- works in partnership with churches and Christian communities. With them we are engaged in evangelism, leadership and theological training, church planting, social transformation, health care and education, so that people may hear the Gospel and respond in faith and discipleship, changing individuals and whole communities.
- affirms the Christian faith as uniquely revealed in the Bible and expressed in the Church's historic creeds. We believe in the sovereignty and grace of God the Holy Trinity – in the initial and ongoing power and love of the Father in and through creation; in the incarnation life, death and resurrection of the Lord Jesus Christ as the unique ground for our salvation and sanctification; and in the Holy Spirit who gives life to all creation and is given to individuals and the Church for an on-going ministry of comfort and challenge.
- affirms the teaching of Scripture as the normative ethical framework and guideline in human relationships, upholding faithfulness in marriage between a man and a woman in lifelong union, and abstinence for those not called to such marriage.

As individuals within CMS we are personally committed to:

- live and work in ways that express our mission spirituality, including regular prayer and bible reading and active concern for the renewal of the church in mission.
- commit ourselves to a generous, responsible and thoughtful lifestyle, seeking ways to be involved prophetically in our communities and ready to move as the Spirit prompts.