

Post	Manager for Latin America
Responsible to	Mission Director
Team	Mission Team
Group	Mission Group
Proposed grade	G
Contract	Permanent
Hours	Full time (35 hours a week)
Location	Based in Latin America (Within easy access to a major, international hub airport)

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 more than 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 recent 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.

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 or 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 current 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 means to see mission movements flourishing in edge contexts (we call these teams 'hubs' internally).

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 current hubs in Latin America are:

1. Mobilising indigenous Christians across South America, discipling and developing a new generation of missional leaders
2. Catalysing pioneering mission across Latin America in contexts where the traditional Church struggles to reach

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

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

Your role

The vision for this role is to see CMS's three key mission objectives achieved in a Latin American context. This will specifically involve working to see the two hubs in Latin America flourishing, with CMS contributing to those hubs through three means of mission – people in mission, grant partnerships and capacity strengthening. The role also includes the management of CMS's people in mission serving within the region.

Your relationships

Building strong relationships is central to fulfilling the purpose of this role. The work of nurturing mission in Latin America and supporting the development of mission movements will be advanced primarily by the quality of wise, prayerful, encouraging strategic relationships, not by function or 'office'.

The key relationships are:

- Our strategic partners in the countries where we work. We work with dioceses of the Anglican Church across the region, local NGOs and other denominations and



organisations. A willingness to understand how each partner works in their own context is essential.

- Our people in mission (mission partners, mission associates and short-term volunteers).
- The mission team and other CMS staff teams in the UK office

Linking with the wider CMS mission network and other mission networks will also be important.

Your responsibilities

Strategic development (50 per cent)

- To advocate for, facilitate and enable mission in particular contexts in Latin America, catalysing mission movements and mission networks of practice.
- To work with strategic partners to build up and develop our two 'hubs' of mission in Latin America, supporting them to form and to flourish around agreed mission needs, with the aim that they support and develop local people in mission and become self-sustaining movements of mission. To identify creatively the best ways for CMS to contribute and bring value to each hub.
- To take responsibility for, develop and implement CMS's mission strategy in Latin America, working collaboratively with our strategic partners and hub teams in the region.
- To identify people in mission recruitment needs within hubs and communicate those needs to the CMS vocational recruitment team, supporting selection where needed.
- To lead on the continuing transition of CMS's work in Latin America to the new hub paradigm, including people in mission, grant partnerships and capacity strengthening.
- To encourage and facilitate the development of networks of practice, particularly in Latin America or around strategic themes and competencies, in which both hub leaders and people in mission can collaborate, learn and support one another in mission.
- To give leadership within the mission team on specific areas of competence or policy, e.g. movement-building, security and risk assessment, impact measurement and monitoring and evaluation, safeguarding and data protection.
- To contribute to the development of strategy and good practice in the mission team.

Operational (50 per cent)

- To place people in mission strategically, identifying with our partners key mission placements (based on skill set) in hubs. To work with the regional personnel lead for Latin America, providing oversight to our people in mission and supporting them where appropriate.



- To take responsibility for drawing up agreements with strategic partners and with hubs in Latin America, setting budgets for CMS's contribution and ensuring appropriate partnership management (including organisational development, planning, compliance, monitoring and evaluation, reporting and reviewing approaches for mission growth).
- To facilitate learning between hubs within and beyond Latin America, and for CMS from hubs.
- To ensure CMS's safeguarding policy is upheld and implemented in all our work in Latin America.
- To be part of the CMS crisis management team when required and act regularly as duty officer.
- To contribute to the spiritual life of CMS through leading prayers, Bible study and worship.
- To be committed to CMS's values and code of conduct.
- To carry out any additional duties commensurate with the role as required by CMS's mission director.

Other

- 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



Safeguarding:

In order to support the people, we work with, this role will involve regular contact with adults at risk and children. This will be through, but not restricted to, the running of conferences for CMS people in mission, family office days, overseas trips or staying with people in mission and their families. You will also have responsibility for the management of people who require enhanced safeguarding background checks. Therefore, the post holder is subject to an enhanced DBS check (or equivalent level local criminal records checks).



Person specification

Mission Manager (Latin America)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• Graduate level education or equivalent	<ul style="list-style-type: none">• Further theological and/or missiological education/training
Experience	<ul style="list-style-type: none">• Significant mission experience in Latin America• Leadership or management in a mission, church or other Christian organisation with responsibility for strategy, people, resources and programmes• Relating to UK and Latin American mission organisations and/or churches	<ul style="list-style-type: none">• Experience of working in a multi-disciplinary context• Wide international working experience, including in the UK and Latin America
Skills and abilities	<ul style="list-style-type: none">• Fluency in English• Fluency in either Spanish or Portuguese• Demonstrable skills in creating and sustaining a high level of relational trust with strategic partners, people in mission and office staff• Relate well to, converse with and listen to people at all levels• Skilled at influencing and leading others through change• Coaching, empowering style of leadership• Strategic thinking• Excellent problem-solver	<ul style="list-style-type: none">• Able to articulate and communicate world mission issues• Fluency in both Spanish and Portuguese



	<ul style="list-style-type: none">• Able to work under pressure and self-motivated• Able to handle sensitive situations, including handling conflict or confrontation• Demonstrate good project management, organisational and ICT skills• Excellent written and verbal communication skills	
Knowledge and understanding	<ul style="list-style-type: none">• Up-to-date knowledge of current issues in world mission with particular reference to Latin America• Imaginative eye for mission opportunities backed by practical experience• Good understanding of cross-cultural issues• Knowledge of safeguarding and data protection principles	<ul style="list-style-type: none">• Awareness of the Anglican, ecumenical and evangelical scene within Latin America and globally, and having the flexibility to relate to others within this wide context
Disposition	<ul style="list-style-type: none">• Emotionally intelligent• Humble and teachable• Articulate• Team worker• Calm approach• Proactive communicator• Able to take risks when necessary and make informed decisions, dealing with stress and unexpected situations	<ul style="list-style-type: none">• An ability to maintain a deep joy even when situations are difficult
Other	<ul style="list-style-type: none">• A committed and practising Christian, also committed to CMS's values aims and ethos• Prayerful and discerning• Spiritual maturity and wisdom• Medically fit and able to travel for about 60 days per year in region, plus an	<ul style="list-style-type: none">• Clean driving licence



	<p>annual visit (up to 21 days) to the CMS office in Oxford</p> <ul style="list-style-type: none">• Satisfactory completion of enhanced DBS check (or local equivalent)	
--	---	--



Terms and conditions

Mission Manager for Latin America (based in-region)

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 our overseas Grade G of the CMS salary scales; starting at £36,410 per annum 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 5 per cent while the employee's contribution is 3 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 a home-based (or partner organisation office-based) post in Latin America (close to a major international hub airport) and this will be your centre for the purpose of claiming travelling expenses if appropriate. You will also be expected to travel in-region within Latin America and to the United Kingdom as part of your role.
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.