CHURCH MISSION SOCIETY

Job description

Post	Head of Mission – Minority Faith Contexts
Responsible to	Mission Director
Location	Middle East and North Africa (MENA region)
Team	Mission Team
Group	Mission
Proposed grade	G+
Hours	35 hours per 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 more than 227 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 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.

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.

Our mission aims

- People at the edges come to encounter and follow Jesus Christ
- New communities of disciples grow in their own cultures at the edges
- Mission at the edges is multiplied as the passion for mission is imparted and mission movements grow

Your team

The mission team is committed to engaging in mission through partnership with locally based organisations and people (we call these "strategic partners"). CMS seeks to bring value to these partnerships and we have three key approaches:

- **Catalysing and building movement** – Our resources can only go so far on our own, but if we join in with what God is doing to pray, envision others, provide learning opportunities, enable connections and networking introductions, spread best practice and build deep relationships, we can play a small role in catalysing something bigger than ourselves and our partners.
- **Resourcing mission activity (through grants)** – Travel, training, events and people for mission all need resources. CMS supports a small number of strategic partners with grants for these activities so they can be released to tackle mission issues and see transformation.

- **Placing people** – Funding through grants supports a significant number of local people in mission, but in addition we also send a small number of cross-cultural workers for specific roles identified by strategic partners.

All of our mission activity is grouped in three areas of work – Minority, Marginalised and Reimagined. The Head of Mission – Minority Faith Contexts is the lead person for all mission within this "Minority" area of work.

Mission in minority faith contexts is a way to express the mission work we do across many contexts where followers of Jesus are in a minority. At these edges, where faith is often fragile, we help provide the solidarity, the support and the community Christians under pressure need. We equip and encourage where followers of Jesus are in a minority.

In order to deliver on the mission aims set out above through these three approaches, we work through collaborative teams called hubs

In all this activity, it is critical that we manage our relationships with strategic partners effectively. This means that as well as building deep relationships, we follow CMS policies and apply organisational processes and systems in a way that enables the partnerships to flourish.

Likewise, there are key processes within CMS that need the same attention to detail, such as in finance, safeguarding, logistics, safety and security.

Finally, as we work towards our mission aims, we want to know how we are progressing. With reporting systems in place, we track this progress in order to make good planning decisions, to communicate our story well and ensure our accountability.

Your role

As the senior leader for the "Minority" area of work, this role provides strategic direction, thematic expertise and cross-regional coordination for all CMS hubs within this theme, while directly leading on hub delivery within the MENA region (Middle East and North Africa). The postholder is the CMS's principal source of knowledge, learning and external voice on minority faith context mission and works closely with the mission director and the regional mission managers, to ensure the "Minority" area of work is coherent, well-resourced and growing in impact.

Your relationships

- Your line manager: the mission director
- The wider mission team and group: includes other heads of areas of work, regional mission managers, partnership officers with responsibilities for area of work partnerships (including one who you will line manage).
- Relevant personnel lead (for provision of member care for people in mission)
- Hub leadership and hub teams in MENA and other regions (Africa, Asia)
- Fundraising and communications team

- People in mission, on placement and pastoral matters within the “Minority” area of work
- Other strategic partners, peer mission agencies and networks working in minority-faith contexts
- Wider CMS: we expect that, given the nature of the role, you will interact with staff in various teams.

Your responsibilities

Direct hub and people leadership within MENA (approximately 50 per cent)

- Lead on the MBB and indigenous church hubs for CMS, including partner relationships, hub strategy, budget and grant agreements in coordination with the partnerships management and operations officer (directly line managed by this role).
- Explore possibility of development of a third mission hub in MENA region.
- Manage budget, placement and pastoral oversight of people in mission within MENA
- Own security and risk specialism for minority-context mission activity across the whole area of work, given its distinctive risk profile and give oversight of security and risk management for the mission team and wider CMS.
- Hold safeguarding, GDPR/PECR and security compliance for the MENA hubs directly, including day-to-day implementation and duty-officer-equivalent crisis response.

Strategic and thematic leadership of the minority faith area of work (approximately 25 per cent)

- Develop and own the strategic narrative and theory of change for mission in minority faith contexts, including agreed measures of success against which the area of work's progress can be evaluated.
- Set strategic priorities and coordinate with leadership of minority-designated hubs outside MENA (currently one hub in East Africa and one in development in Asia), working with the relevant regional mission managers, who retain day-to-day operational and line management responsibility for their hub staff and local partnerships.
- Build and sustain cross-hub learning and connection across the minority faith theme, inclusive of all regions.

External representation, knowledge and influence (approximately 15 per cent)

- Represent CMS's minority area of work to donors, supporters, peer agencies and church networks, working with fundraising and communications on narratives and cases for support.
- Contribute to thought leadership, speaking and external communications on minority faith context mission.
- Build CMS's partnership ecosystem in minority faith contexts beyond its current hub footprint including the management of ongoing, established strategic partnerships.

Other duties (approximately 10 per cent)

- Deputise for the mission director on minority area of work matters as required.
- Contribute to a healthy team rhythm of prayer, devotionals and learning review across the minority area of work community, the mission team and CMS generally.
- Travel regularly to hubs and visit people in mission within the area of work, including MENA, Africa and Asia as needed.
- Carry out any additional duties commensurate with the role as required by the mission director.
- 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 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

Head of Mission: Minority Faith Contexts

	Essential	Desirable
Qualifications	Graduate qualification in a relevant field, or significant equivalent experience with an appetite for continued learning. Open to both ordained and lay candidates.	Further theological education or missiological training, with a focus on minority faith context mission. Post-graduate qualification in relevant field.
Experience	Substantial experience in ministry or mission leadership in contexts where Christian faith is a minority, ideally including Muslim-majority contexts. Direct experience managing strategic partnerships across different contexts including budgets and staff in a cross-cultural mission setting. Track record of developing strategy that is applied across multiple different contexts Experience of grant management and safeguarding oversight.	Experience working across MENA, Africa and Asia, or comparable multi-region exposure. Experience contributing to organisational thought leadership or published missiological writing.
Skills and abilities	Proven leadership skills, with the ability to lead directly in one region while coordinating strategically with others. Strategic and analytical thinker, able to synthesise learning into reusable practice. Confident, competent external communicator, able to represent organisational strategy to donors, partners and peer agencies on this theme. Firm convictions alongside a willingness to work with others in collaboration and co-creation.	Working knowledge of another relevant language (French, Swahili or other) Experience coordinating strategically across multiple regions.

	Able to build deep and trusted relationships at all levels. Financial understanding and ability to manage significant six-figure budgets Ability to manage security and risk considerations distinctive to minority-faith context ministry. Fluent in English and Arabic	
Knowledge and understanding	Up-to-date knowledge of Middle Eastern and North African contexts. Good understanding of cross-cultural issues, safeguarding, GDPR and international security considerations relevant to this theme.	Understanding of movement building theory and practice, ideally across different regions. Awareness of minority faith contexts in Africa and Asia.
Disposition	Servant leadership. Humble and ready to serve others, living out CMS's core values: pioneering, relational, evangelistic and faithful. Strategic aptitude and clear communicator who is willing to take difficult decisions and support teams through change. Resilient, with an ability to manage stress and risk in self and team, given the security profile of this work. Flexible and adaptable to a role that is directly operational in one region and strategic/coordinating in others.	
Other	A committed and practising Christian committed to CMS's aims and values.* Prayerful and discerning. Medically fit, willing and able to undertake regular international and domestic travel (around 60 days international travel annually). Passport(s) and home base to enable travel to the majority of countries in MENA and wider minority area of work.	Full clean driving licence.

	Close access to significant hub airport. Satisfactory completion of enhanced DBS check or equivalent.	

** It is recommended that this post carry a Genuine Occupational Requirement under the Equality Act 2010, consistent with the phrasing used for comparable senior roles. Final wording to be confirmed with HR and STEG.*

Terms and conditions

- The appointment is subject to satisfactory references, safeguarding checks and a probationary period of six months.
- Salary: to be confirmed. This post is proposed at an overseas based salary of £44,200 per annum for the fulltime role.
- Pension, expenses and life insurance: as per standard CMS terms.
- Work base: Middle East or North Africa. Close access to significant hub airport.
- Specific arrangements to be agreed given the operational, in-region nature of part of this role.
- Holiday entitlement: 28 days pro rata, plus statutory holidays, as per standard CMS terms.
- Notice: 3 months