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| **Job Details** |
| Job Title | Director of Ministry Development |
| Grade | Grade G (£45,528 - £51,510) |
| Location | Cardiff – Callaghan Square. The role requires travel in Wales and beyond, and occasional overnight stays. |
| Contract Type | Permanent  |
| Working Hours | Full time (34.75 hours per week) The nature of this role requires some flexibility in terms of working hours and location. Applications from candidates interested in alternative work patterns will be considered; however, business needs may place limitations on the arrangements offered. |

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| **Selection Process** |
| Closing Date | 30th August 2022 at 10:00am |
| Interview Date(s) | Interviews are due to take place on 14th September 2022. |
| Selection Process | Applicants who are successful at the shortlisting stage will be invited to attend an interview and assessment process based on the requirements of the role.The selection process will be adjusted in line with the advice relating to COVID-19 at the time. It is likely that the selection process will take place, at least partly, through video technology.The successful applicant will be required to complete a satisfactory DBS check.  |
| Contact Details | peopleservices@cinw.org.uk/ 029 2034 8240 |

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| **Job Purpose** |
| Ministry is the channel through which the Church in Wales assists all its people to live out their calling to be a church for all the people of Wales. This role is one of ensuring:* vision for ministry is clear, widely agreed and well communicated
* strategies are approved, embedded, communicated, regularly critiqued and adjusted
* operating procedures and protocols gain wide agreement as a result of a comprehensive process of consultation and are clearly documented so that compliance with them becomes instinctive and normative.

The role involves working closely and collaboratively with a wide range of colleagues – Bishops, Archdeacons, the Director of Evangelism and Church Growth, Directors of Ministry and their teams, the Principal of St Padarn’s and his team. Success will be achieved through strong relationships and clear competence rather than command and control. |

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| **Reporting Structure** |
| Reports to | The Chief Executive of the Representative Body. The work priorities of the post-holder will set by the Bench of Bishops through the Bishop holding the ministry portfolio – currently the Bishop of Monmouth – with whom the post-holder will work closely. |
| Responsible for | The Secretary to the Discernment Panels. |
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| **Main Duties and Responsibilities**  |
| * Ensure, after extensive consultation, that the Church in Wales has widely adopted, clearly communicated vision, ambitions and goals for ministry, both lay and ordained, and its development across the breadth of its traditions.
* Ensure that there is strong theological underpinning for the licenced and commissioned ministries of the Church in Wales.

 * Ensure that there is coherence and agreement about what is done nationally and what is done locally for those activities (e.g. MDR, CMD, leadership development and NLM training) which take place both nationally and within each diocese.
* Ensure that the discernment processes of the Church in Wales for licensed ministry are rigorous, well-structured and have clear, assessable criteria that are effective in testing vocational call, particularly in relation to groups who are presently under-represented.
* Ensure, in collaboration with the Bishops and Archdeacons, that there are clear procedures, protocols and resources in place to allow clergy to attend to their well-being.
* Maintain own professional development and stay up to date on regulatory changes and developments in best practice in other Anglican Provinces and other denominations.
* Undertake any other duties as required commensurate with the role/grade.
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| **Knowledge, Skills, Qualifications and Experience** |
| **Essential**:* Educated to degree level in Theology or a related discipline and able to demonstrate a personal commitment to professional development.
* A fluent and confident communicator in writing, the spoken word and digital media; effective in committee work; confident to present to audiences, large and small.
* Experience in a senior position of responsibility in a setting where success comes from persuasion and influence rather than command and control.
* Able to demonstrate a track record of being a leader of change in culture and operational organisation and practice.
* Alert to the history, culture and doctrine of the Church in Wales.
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| **Desirable:*** Welsh language skills/the ability to communicate in Welsh.
* A higher degree in Theology or a related discipline.
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| **Occupational Requirement:** Part 1 of Schedule 9 to the Equality Act 2010 applies to this appointment. This post carries an occupational requirement to be a practicing Christian and, preferably, a communicant member of the Church in Wales or a church in communion with it. The post is open to both ordained and lay applicants. |

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| **Development Opportunities** |
| This post offers the opportunity to develop a wide range of skills in an exciting time when the Church in Wales is making changes aimed at enabling it to better and more effectively engage in its mission and ministry to today’s Welsh society. There will be opportunities to be involved in high profile meetings and events, and to work with a range of internal and external colleagues and stakeholders. This is a senior post, which the successful candidate will have the opportunity to influence and, in consultation with key stakeholders, to develop further. |