

dean of licensed ministry training

Job Description

Context:

Winchester aims to become a **mission-shaped diocese**. Our **vision** statement is ‘*Living the Mission of Jesus’* and we aim to create sustainable growth for the common good.The **mission** of Jesus is interpreted in three dimensions:

* Passionate personal spirituality
* Pioneering faith communities
* Prophetic global citizenship.

The aim is to become a mission-shaped Diocese, through our parishes and project programmes to encourage the mission of Christian communities and of individual Christians in their everyday lives. We value the virtues found in the church’s sustainable growth for the common good, recognising that the goods of church growth are missionally oriented to the goods needed in wider society. Thus, missional virtues stretch across all elements in a scale of values: religious, moral, cultural, social, and vital, expressing the ever-greater fullness of God in the whole of life.

In becoming a mission-shaped Diocese we have agreed four strategic priorities that express our mission:

* Making disciples: grow by deepening and sharing our faith as authentic disciples of Christ
* Re-imagining church: combine the best of traditional and new forms of church
* Transforming society: make a distinctive Christian contribution to the common good
* Living generously: commit to mutual support and self-giving, as we belong together in Christ.

In order to equip lay and ordained ministries to enable our vision to grow in our communities we are committed to theological training and equipping with mission at its heart. Within the mission of the whole people of God, we encourage the discipleship of all in order to grow the vision of our common vocation to contribute to the common good. We also seek to discern and nurture the vocation of Christian leaders who are called to equip the whole people of God in their mission.

Over the coming years the diocese will continue to develop a suite of mission-focused theological modules, in collaboration with the South Central Theological Educational Institution (SCTEI) and South Central Regional Training Partnership (SCRTP), validated by Durham University (Common Awards), to deliver training for lay and ordained leaders. We also have a close relationship with the University of Winchester (which is part of the Cathedrals Group) through the development of an MA in Mission and doctoral work. We are currently at the stage of developing a new five-year strategy to further enhance the growth of LMT and expand the team, which aligns with the development of resource churches and church growth in a mixed ecology of parishes and church revitalisation.

The Dean of Licensed Ministry Training (LMT) will be responsible for the delivery of mission focused training in the Diocese, part of the Winchester School of Mission (WSM), and working closely with the Director of Ministry and Director of Ordinands in the design, delivery and quality assurance of the training for licensed ministry, in the light of the new Formation Qualities.

Responsible to:The Director of Ministry

Responsible for: LMT Coordinator

 Academic Registrar

 Pastoral Coordinator

 Team Administrator

 Volunteer Associate Tutors of WSM

Main Purpose:In collaboration with the Director of Ministry to develop and coordinate the strategy and delivery of a comprehensive, mission focused, ministry training programme for lay and ordained ministers in the diocese, exploring and expanding a mixed ecology of ministry provision to ensure all ministers are equipped for the missional challenges of the future.

Hours:35 hours a week

Salary: £41,862 (Spine Point 16)

N.B. It is not necessary for the successful delivery of this role that the occupant be ordained

Responsibilities and Purpose:

Strategic Development of LMT

1. In collaboration with the Director of Ministry, to develop the strategy, delivery and implementation of the strategic priorities across the Diocese:
	1. Making disciples
	2. Re-imagining church
	3. Transforming society
	4. Living generously;
2. To develop best practice and excellence in a missiological approach to academic teaching, learning, and formation for lay and ordained ministry and to mentor and coach academic colleagues by the sharing of best practice;
3. To collaborate, particularly with the Vocations Adviser, in the induction of new students, and the optimization and furtherance of the LMT in accordance with nationally agreed formation qualities, and to provide care and oversight for those training on the LMT programme in accordance with the introduction of the Shared Discernment Framework;
4. To provide academic advice to the Mission Trainer for those seeking post-graduate studies, and, where appropriate with the University of Winchester and in liaison with their Dean of Studies, to develop and implement post-graduate pathways for Continuing Ministerial Development;
5. To advise the Director of Ministry on best practice in HE and adult education, provide consultation on academic discipline including promoting academic integrity, reviewing alleged cases of academic misconduct and, if necessary, imposing penalties;
6. To work positively in collaboration with colleagues in other centres of the SCTEI, Durham University Common Awards, the SCRTP and national Church of England Ministry Team, and where relevant their governance and executive structures, to develop and manage processes aimed at improving and overseeing the student experience and student representation and in alignment with the diocesan strategic priorities;

Managing Licensed Ministry Training

1. To ensure a comprehensive, mission focused, training programme is provided for licensed lay and ordained ministers and, where appropriate, for other authorised or accredited forms of training, from discernment through to licensing and beyond, being the Programme Leader and Dean of Studies for Common Awards training in the Diocese;
2. To identify, develop and coordinate a team of high-quality trainers, lecturers and academics to deliver mission orientated training as Associates of the WSM;
3. To lead modules taught on the Licensed Ministry Training, by teaching, assessing and moderating as agreed or necessary. This may include overseeing one or more areas of expertise;
4. To provide academic quality oversight of the assessment, marking, moderation and module and programme review processes;
5. Working with the Diocesan Director of Ordinands and the Pastoral Coordinator, to provide pastoral care and oversight for those training on the LMT programme;
6. To provide role and line management and direction for all working to deliver ministry training, including agreeing with the Directory of Ministry an appropriate amount of time to be given for study and on-going training for all LMT core staff.
7. Such other tasks as may reasonably be requested by the Chief Executive.

Person Specification

Education and Professional Qualifications:

1. Educated to at least degree level, preferably with a relevant post graduate qualification and evidence of continuing professional development. In particular qualifications in a relevant subject area sufficient to supervise level 7 studies.
2. It will be a requirement of the appointment that basic and foundation Safeguarding Training (Online) and face to face Leadership safeguarding training be completed along with:
	1. Equality and Diversity
	2. GDPR
	3. Fire Safety Awareness
	4. DSE for Home workers/office workers
	5. First Aid refreshers
	6. Office Health and Safety

Background and Experience:

1. A demonstrable record of leading church growth and evangelism releasing the whole people of God into joining God’s mission according to their vocation and gifting;
2. Proven experience of coordinating and delivering high quality, professional training and development in a theological and missional context;
3. Experience in helping others grow and develop in their vocation and roles and the churches they serve;

Skills and Personal Competencies:

1. Ability to engender confidence and respect when working across different church traditions and contexts;
2. Understanding of, and desire to develop competencies in, project planning, network coordination and related administration;
3. A skilled organiser and planner with experience of managing complex processes across multiple stakeholders, including at governance level;
4. A flexible approach to work, able to adapt and change practices and processes in a rapidly changing organisation;
5. Self-management, motivated and able to operate with a degree of ambiguity;
6. A Team player, comfortable working under direction and as part of a Team;
7. Able to build strong working relationships with high emotional intelligence, relating to a range of people and parishes in different contexts and stages in their journeys of discipleship.

Other

1. Confidential and able to handle sensitive information.
2. Current driving license and access to a vehicle.
3. An understanding of and a commitment to the Church’s ministry and mission is essential.
4. The person appointed will be already committed, or willing to commit to, the strategic priorities of the Diocese of Winchester.

Notes:

The following general principles should be observed:

1. This role will be based at The Diocesan Office, Wolvesey (Diocese of Winchester, Wolvesey, Winchester, Hampshire, SO23 9ND).
2. The role is permanent subject to a probation period. The role is full time - 35 hours, worked flexibly to meet the requirements of the role. The post requires the post holder to regularly work evenings and weekends as necessary to attend appointments and meetings, training and events. Evening and weekend work will be considered part of the full-time hours allocated to this role. Some homeworking will be expected.
3. An Occupational Requirement exists for the post-holder to be a practicing Christian in accordance with the Equality Act 2010.
4. The role is offered on the basis of the role holder having a right to work in the UK.
5. If the successful candidate is an Ordained Minister in the Church of England, a License or Permission from the Bishop will be sought. It will therefore be necessary offer the role on the basis of a satisfactory Enhanced DBS report and satisfactory CCSL.
6. The role holder with be an employee under employment terms and conditions. The Employer will be The Winchester Diocesan Board of Finance. As such the role is under the leadership of the Chief Executive Officer. WDBF policies and procedures are directly applicable to the role. WDBF Employee Terms and Conditions apply.

This job description and person specification is not an exhaustive list of the tasks and responsibilities involved.

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**MC and SMB Agreed 13 September 2021**