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## **Diocesan Director of Ordinands and Vocations**

### **RECRUITMENT INFORMATION**

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### **In this pack you will find:**

- God for All: Our Strategic Vision
- A message from the Bishop of Carlisle designate
- Ministry Development in the Diocese of Carlisle
- About the role
- Job Description and Person Specification
- Staff benefits



## God for All: our strategic vision

This is a significant, hope-filled but challenging time for the Church of England in Cumbria. Alongside our ecumenical partners the Diocese of Carlisle is working towards our vision and strategy, **God for All**, throughout the 2020s.

The vision centres around four key values which frame our priorities:

**1. Follow Daily:**

We will help each other to follow Jesus more closely, seeking to grow as his disciples in all aspects of life, both corporately and as individuals

**2. Care Deeply:**

We will listen to our local communities, and respond in loving service, seeking to transform injustice, challenge oppression and pursue peace & reconciliation

**3. Speak Boldly:**

We will share our faith in Jesus Christ in everyday ways, seeking to connect with everyone, especially those currently unrepresented in our churches. We'll do this in both time-honoured & pioneering ways.

**4. Tread Gently:**

We will strive to safeguard the integrity of God's creation, seeking to sustain and renew the life of the earth

These are the building blocks that help us define our core purpose as Church and our main tasks: the values and priorities on which the strategy is built.

At the heart of the God for All strategy are our ecumenical Mission Communities, which have formed across Cumbria since 2014. They help to keep the Church missional, local and sustainable. The central tenet of Mission Communities is for local Christians to come together under the guidance and inspiration of the Holy Spirit to:

- discern what God is calling the Church to be and do in our various contexts, developing appropriate local strategies, priorities and plans
- serve our communities together in Christ's name
- reach out to our communities as one
- be a local presence of worship and prayer for our communities
- improvise faithfully as we proclaim the Gospel afresh in this generation
- resource the body of Christ so that He might be at work in us

At a County level our focus is on six components, specific spheres of action with individual aims that will equip Mission Communities to:



**Ministry:** discern and release the ministry it needs, both in terms of people and gifts.

**Buildings:** plan the future of our physical presence in local communities and think through how buildings can be sustainable servants of our communities.

**Growing Younger:** supporting local churches in nurturing Christian faith and spiritual flourishing of young people from birth to 25 years of age, in a contextually appropriate way

**Church Planting and Pioneering:** extend our reach to those who do not currently engage with Church.

**Eco:** achieve our environmental commitments including the CofE becoming Net Carbon Zero by 2030.

**Digital:** engage more effectively in the digital environment.

We are not trying to pre-determine the Church of the future. Rather, we are journeying into the unknown. This is not a strategy that outlines a utopian vision of the future that we assume can be brought to fruition simply by working harder and smarter. Rather, it is a process that helps us navigate the future together with **hope and realism**.

Nonetheless, any strategy has to start with the end in view and that requires some vision of what the Church of the future might look like. We illustrate a flourishing church in Cumbria through 'a parable of the garden'. A healthy garden does not need to be large to flourish as a place of beauty, growth and abundance.

A healthy garden is a structured, productive space, constructed around the well-established plants, those with deep roots and a visible presence, and which also represent the memory of the garden in this place. However, it is also a place of new varieties, some cross-fertilised and some imported. Sometimes you have to let things grow to see if they will work. There is an element of trial and error in the development of a mature garden.

A healthy garden contains the past, present, and future within it. This what we hope and plan for within the Church in Cumbria.

## The Diocese of Carlisle: Our People

We have 76 stipendiary, 29.5 self-supporting clergy and 90 Readers, working alongside 8 Network Youth Church Ministers, a number of locally employed Children and Family workers, 3 centrally employed Pioneers working locally and many more lay Pioneers working across the diocese under the episcopal leadership of the Rt Revd Rob Saner-Haigh, our Bishop Designate of Carlisle. The diocese is served and resourced by three archdeacons and a number of teams, including the Mission and Ministry Support Team, based at Church House in Penrith and the Bishop's Office in Keswick. Church House is also the base for the Diocese Board of Education supporting our 102 church schools. We have an established partnership with Emmanuel Theological College where the majority of our ordinands and readers undertake their training.



Follow Daily Care Deeply  
Speak Boldly Tread Gently



## A message from Bishop Rob

Thank you for your interest in the role of Director of Ordinands & Vocations.

A key verse for me has always been Paul's description of the Philippians as his, 'partners in the gospel.' God puts us together to do the work of seeking His kingdom. We want to be a people who, grounded in prayer, reliant on God and led by the Spirit, show Jesus Christ to others and bring something of the goodness, the beauty and the hope of God to the places in Cumbria where we have been called. We are a body made up of many parts, no part more important than another, who share a partnership in this great work of God. For some, this vocation will be in their work and communities. For others, it will be focused on the life of the church for the building up of others.

A central focus of fulfilling our vision is Christian character and spiritual formation. We are seeking ministers who embody Christ-like servanthood, who lead with integrity, humility, and resilience in the face of challenge. We want to discern and form leaders who are deeply rooted in their relationship with Jesus, who act boldly in His name, and who inspire others to do the same.

As Director of Ordinands and Vocations you will have a central part to play in enabling this to happen and helping us to recognise and enable the vocations of all. By 2030, we will have established a movement of at least 100 new worshipping communities, in new ways and with new people, alongside enabling our existing local churches, scattered across varied contexts throughout Cumbria, in their spiritual life and mission. We expect the leadership of these new communities to be supported by a wide range of increasingly lay and self-supporting vocations. We are particularly keen to foster vocations amongst groups who are underrepresented in our ministries, and who will be able to minister effectively in many different local communities.

I hope you will capture something of what we believe God is calling us to in this wonderful county and feel a pull yourself to come and join with us in this work. Please be assured of our prayers for you as you discern whether this role is for you.

Every blessing,



Bishop Designate of Carlisle



## Ministry Development in the Diocese of Carlisle

The Ministry Development Strategy and Plan was developed in 2024 and sets out a vision for vocations and ministry development across the diocese. There are four key elements to the plan: Growing our Own, Growing Younger, Growing Together and Growing Resilience.

Within the Diocese of Carlisle, there are a wide range of ministry needs from rural, diverse, and dispersed communities to urbanised or suburban parishes and there are ministry contexts across a spectrum of time honoured, pioneer, church planting, fresh expressions and children & youth ministries. By 2030, our prayerful ambition is to grow and encourage a pipeline of leaders and vocations across this broad spectrum of ministry expression to support the development of a mixed ecology and lead a breadth of new worshipping communities. Through prayerful consideration and analysis of our local needs, we have identified a ministry model fit for 2030 which we hope will support us to deliver God's plan for mission and ministry in Cumbria whilst recognising we need to continue to listen and respond to the work of the Holy Spirit as we undertake this work.

In 'Growing our Own' we are seeking to support and enable the local people of God in Cumbria to discover and nurture a wide variety of gifts for a wider range of ministries. For this plan seeks to embed and nurture a culture of 'every member ministry' as well as encouraging and discerning those who are called to ordained or licenced ministry in this place. Our approach looks to the future and is one of adaptive change, recognising the need for us to discern, train and enable ordinands, curates and clergy, whether they be self supporting or stipendiary, to be ready for tomorrow's mission and ministry requirements.

In summary, our strategic approach to ministry development will see us invest in growing our own leaders who have an enduring commitment to Cumbria; invest in the development of our existing leaders and their continuing ministerial formation; purposefully work with and alongside local leaders in their contexts to excite vocations and invest significantly in growing a pipeline of diverse ministry and talent.

## About the role

Reporting to the Director of Mission, Ministry Support and Innovation, the post of Director of Ordinands & Vocations is a new and exciting position, which will play a pivotal role in achieving our diocesan vision and ministry model for 2030.

In summary, the role combines the responsibilities of the DDO role with overseeing the encouragement, growth and nurture of a diverse range of vocations across the diocese. To support them in this, the postholder will lead and manage a small team of Mission and Ministry, Support and Innovation colleagues who each have a key responsibility in implementing our ministry development plan for 'Growing our Own' and 'Growing Younger.'

For more background or an informal conversation, please contact **Rachel Head, Director of Mission, Ministry Support and Innovation:** [rachel.head@carlisediocese.org.uk](mailto:rachel.head@carlisediocese.org.uk) (not available between 3<sup>rd</sup> July and 17th July) or **Ali Ng, Bishop's Chaplain:** [bishopschaplain@carlisediocese.org.uk](mailto:bishopschaplain@carlisediocese.org.uk)



## ROLE DESCRIPTOR

JOB TITLE: Diocesan Director of Ordinands and Vocations (1 FTE)
REPORTS JOINTLY TO: The Director of Mission and Ministry Support and Innovation (line manager of this post) and accountable to the Bishop of Carlisle
DEPARTMENT: Mission and Ministry Support and Innovation (MMSI)
<p>PURPOSE OF ROLE:</p> <ul style="list-style-type: none"><li>• Enable, oversee and model a faithful and spirit led discernment process for ordained and Reader ministry which complies with national ministry standards.</li><li>• Contribute to the implementation of diocesan thinking, strategy and policy for ministry development in key areas of MMSI responsibility.</li><li>• Collaboratively encourage, promote and enable diverse vocations to lay and ordained ministry across the diocese.</li><li>• Effectively lead key mission and ministry colleagues to ensure ordinands and Readers in training are cared for, encouraged and challenged during Initial Ministerial Education (IME) 1-3 and beyond.</li></ul>
<p>KEY ACCOUNTABILITIES:</p> <p><b>In liaison with the Sponsoring Bishop, operate a process of discernment concerning the vocation of candidates for ordained ministry in line with national selection criteria and national ministry guidelines.</b></p> <ul style="list-style-type: none"><li>• Be the initial point of contact for every diocesan referral for potential ordinands.</li><li>• Ensure good pastoral care is offered to candidates in discernment (in particular for those not recommended for training) and in training and strive to ensure the process is a good experience for all candidates.</li><li>• Respond promptly and effectively to pastoral or urgent situations relating to candidates, escalating to the appropriate person where necessary.</li><li>• Build and oversee a team of Assistant DDOs, offering support and leadership to them in their role.</li><li>• Conduct interviews with candidates, assess all the evidence and advise the Sponsoring Bishop on the suitability of candidates for national Shared Discernment Panels, and collate and prepare supporting paperwork.</li><li>• Establish and develop a local Vocations Panel to support the discernment of ordinands and to help prepare candidates for Stage 2 Discernment Panels.</li><li>• Coordinate and support the Bishop's Advisers for national and local discernment panels.</li><li>• Provide advice to candidates on training pathways.</li><li>• Facilitate opportunities to increase awareness and insights into the Church of England, its ministry and mission across the traditions.</li><li>• Provide regular information and lists of candidates going through the ordained and Reader vocations processes to the Bishops' and Director of MMSI.</li></ul>



- Oversee the planning of the ordination services and retreats and work with the IME 2 Officer to ensure those preparing for ordination have a well-managed transition into curacy.

**Work with the Director of MMSI to deliver the vocation priorities set out in the 'Growing our Own' and 'Growing Younger' areas of the Ministry Development Plan.**

- Monitor and respond to policy reviews and changes from the national Ministry Development Team in the areas of discernment and vocations.
- Reflect theologically on the current contexts in which ministry is offered and provide input to inform the direction and development of vocational discernment.
- Oversee the Vocations Lead in advocating for the development of the gifts and passions of lay people across the diocese, encouraging mission communities to promote vocation, recognising each person is called and given gifts for the work of the kingdom.
- Oversee the Vocations Lead in their development of new learning and development pathways to enable a growing and diverse pipeline of vocations.
- Work with the Director of MMSI and the Director of the Board of Education to encourage and enable younger vocations set out in the Growing Younger strategy.
- Work with the Director of MMSI to encourage all MMSI colleagues to enable people across the diocese to discern God's call in their place, including raising awareness of the full range of ministry roles, including locally recognised and authorised lay ministry (ALM), as well as licensed ministry.
- Work with the Vocations Lead to effectively oversee and develop a broad and inclusive team of Vocations Co-ordinators and Advisers who model best practice in the discernment process
- Facilitates a whole team approach to vocations by fostering and promoting good working relationships between the Vocation Advisors and Assistant DDO's.
- Work with the SSM Officer to ensure best practice for self-supporting ordained ministry from discernment to deployment is proactively developed, ensuring this pathway to ordained ministry is accessible and encouraged.
- Encourage the Vocations Lead to explore innovative approaches including the creative use of social media and other channels as tools for the development of vocations.

**Lead and develop existing and new relationships with Theological Education Institutions (TEIs) to ensure candidates for ordained ministry can be matched with the most appropriate provider and receive high quality learning, formation and development alongside building an established pipeline for recruiting curates from outside the diocese.**

- Sustain and manage the existing operational relationships with TEI's and co-ordinate regular visits by diocesan senior leaders to promote the diocese to potential curates.
- Ensure the quality of teaching is of a high standard by observing sessions alongside proactively inviting regular feedback from ordinands.
- Keep in contact with ordinands and their families during their training and share their pastoral care with TEIs and the Sponsoring Bishop.



- Liaise with the Director of MMSI to ensure they are up to date on IME 1 and the Reader Training Programmes in time for the regular review and engagement meetings with the Principal of Emmanuel Theological College, the diocese's preferred training provider.

**Lead and manage the curacy process to ensure ordinands are matched with appropriate learning placements and with training minister/incumbents who are able to support their curacy effectively.**

- Work with the Bishops and other colleagues, including the IME 2 Officer, to identify and train appropriate training incumbents and enable suitable matching of curates with training incumbents.
- Lead and implement the revised curacy framework to enable the effective recruitment of 19 curates over the next five years, including four planting curates funded by the Diocesan Investment Programme award.
- Support the IME 2 officer to ensure curates have access to a full and effective curacy programme and provide advice and support with pastoral care and performance issues as they arise.

**Within the MMSI team undertake the following leadership and management responsibilities:**

- Work collaboratively with the Director of MMSI and the Director of Missional Revitalisation to lead the MMSI team to deliver strategic and diocesan priorities.
- Line manage the IME 2 Officer, Vocations Lead (*the Warden of Readers, Vocations Officer and Vocation Coordinators report to this role*) and Ministry Development Administrator.
- Ensure safeguarding best practice procedures and diocesan policy are maintained in all areas of responsibility.
- Build and develop a team of Assistant DDOs supporting members to carry out their roles effectively.
- Carry out any other reasonable duties as may be required.

**FINANCIAL IMPACT**

DIRECT: Responsible for Project Budgets

**NUMBER OF DIRECT REPORTS: 3**

IME 2 Officer, Vocations Lead (*Warden of Readers, Vocations Officer and Vocation Coordinators report to this role*), and Ministry Development Administrator.

**KEY RELATIONSHIPS**

INTERNAL: Bishops of Carlisle and Penrith, Director of MMSI, Archdeacons, Bishop's Chaplain, Colleagues within the MMSI team, Diocesan Safeguarding Officer and team, Diocesan Secretary, Finance Team, Bishop's office, Training Ministers/Incumbents and incumbents of sending churches,

EXTERNAL: Regional Diocesan Directors of Ordinands (DDOs) and the National Ministry



The Director also has responsibility for coordinating the Assistant Diocesan Directors of Ordinands (ADDOs) and the Bishop's Advisers for national discernment panels	Development Team, Theological Education Institutions (TEI's) including Emmanuel Theological College and Cranmer Hall, Durham and other colleges doing similar work across other Northern Dioceses, Partner organisations undertaking similar work across the UK.
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## PERSON SPECIFICATION

ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>TECHNICAL COMPETENCE</b>	
<b>Technical Skills &amp; Qualifications</b>	
<ul style="list-style-type: none"> <li>An ordained minister in the Church of England.</li> <li>Educated to degree level or equivalent.</li> <li>Secure understanding of the process of selection, training and ordination in the Church of England.</li> <li>Experience of spiritual direction and discernment.</li> <li>Proven track record in fostering vocations.</li> <li>Ability to manage operational budgets and training pathways.</li> </ul>	<ul style="list-style-type: none"> <li>Experience as an incumbent or equivalent.</li> <li>An experienced practitioner of adult education.</li> <li>Experience of working with young people (children, youth, students)</li> </ul>
<b>Knowledge and Experience</b>	
<ul style="list-style-type: none"> <li>Theologically reflective, able to utilise reflective skills in decision making and writing documents.</li> <li>Significant experience of effectively leading a diverse team of paid staff and/or volunteers delivering a diverse portfolio of work.</li> <li>A team member, able to work collaboratively.</li> <li>Excellent listening skills and experience of giving advice through reflective listening.</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the national and local church landscape, especially in relation to ordained and lay ministry, children and youth, pioneering, church planting and inherited church.</li> <li>Direct experience of encouraging and enabling the vocation of individuals from underrepresented groups.</li> <li>Understanding of delivering funded work and the requirements of monitoring and evaluation.</li> </ul>



<ul style="list-style-type: none"><li>• Committed to good safeguarding principles and practice as an integral way of working.</li><li>• Committed to diversity, inclusion and social justice.</li><li>• Able to work effectively with a range of people with different backgrounds and abilities including theology.</li><li>• Organised, administratively able with IT competence.</li><li>• Able to process information – reading, understanding and interpreting national reports for a local context.</li><li>• Able to write clear references and reports on an individual's experience and ability based on evidence.</li><li>• Able to enthuse, influence and inspire others.</li><li>• A skilled communicator at different levels e.g. one to one, small groups and large gatherings</li><li>• Experience of delivering strategic plans and specific pieces of work at a local and diocesan level</li><li>• Experience of managing relationships with a range of internal and external parties/bodies</li></ul>	<ul style="list-style-type: none"><li>• Able to use IT at an advanced level with social media skills and streamline administrative tasks.</li></ul>
<b>BEHAVIOURAL COMPETENCE</b>	
<ul style="list-style-type: none"><li>• A firm personal faith and spiritually mature. Able to relate generously and positively to those of theological traditions other than their own.</li><li>• Emotionally intelligent and pastorally adept.</li><li>• A mature leader who is able to work with little supervision and who will actively seek guidance within accountability structures, when needed.</li><li>• A person of good judgement and ability to inspire confidence in senior stakeholders e.g. bishops and national officers.</li><li>• A person who values collaborative working and is committed to the benefits of doing so.</li><li>• Models a positive and 'can do' attitude across all areas of their work</li><li>• A clear sense of own vocation to ministry, able to confidently articulate the experience of Anglican ministry.</li><li>• Able to manage own time and workload.</li><li>• A good understanding of the Church of England, its structures, functioning and traditions.</li><li>• Willingness and commitment to work some evenings and weekends.</li><li>• Able to travel around the Diocese and nationally.</li></ul>	



## STAFF BENEFITS

Benefits	
Salary	£48,988 FTE
Pension	A non-contributory, defined contributions scheme (employer's contribution is 15% of salary). An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme.
Car	mileage paid at 45ppm
Office provision	Office space in Church House, Penrith
Working expenses	Funded as appropriate.  Mileage (to places other than your Place of Work) paid at 45ppm.
Other benefits	<ul style="list-style-type: none"><li>▪ 34 days annual leave incl bank holidays</li><li>▪ 35 hrs a week flexi-time system in operation</li><li>▪ Time off in lieu of hours worked at evenings and weekends (there will be regular requirements to work outside normal office hours)</li><li>▪ A smartphone with remote access to email</li></ul>
	Any offer of employment is subject to: <ul style="list-style-type: none"><li>• Two references (one must be current employer)</li><li>• Health Check</li><li>• Right to work check</li><li>• Enhanced DBS check and Church of England Declaration form if applicable (if the DBS or declaration form are not completed the offer of employment will be rescinded)</li></ul>

**NOTE** - This post is subject to an **occupational requirement** that the postholder be a **practicing Christian** under Part 1 of Schedule 9 of the Equality Act 2010.