



Vocations Lead for

Mission and Ministry,

Support & Innovation

**RECRUITMENT
INFORMATION**



In this pack you will find:

- Introduction
- About the role
- Job Description
- Person Specification
- Staff Benefits





Introduction

The Diocese of Carlisle is an exciting and innovative place to work. Alongside our ecumenical partners we have renewed our vision and strategy, [God for All](#), as we look to the next decade.

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 and our main tasks as the Church.

The Diocese of Carlisle covers (more or less) the County of Cumbria and is part of an ecumenical covenanted partnership with 3 other denominations - the United Reformed Church, the Methodist Church and The Salvation Army. The county is divided into 32 Mission Communities, which are local ecumenical groupings of parishes and other churches. Mission Communities bring together churches in a geographical location to share ministry and to work together in mission and outreach.

This position of Vocations Lead is funded by the Church of England's national 'People Capacity Funding' to enable the implementation of *God for All* by identifying and equipping people to respond to God's call. This supports our Diocesan Investment Programme called [The Cumbrian Way](#), a 5-year programme of work supporting local churches to flourish throughout the Diocese, working towards significant cultural shifts in and missional impact for growing in mission and growing younger.



About the role

Vocations Lead for Mission and Ministry, Support and Innovation

The Diocese of Carlisle is seeking to appoint a creative and dynamic lay or ordained person who is experienced and passionate about developing the vocations of people of all ages, backgrounds and abilities, specifically, in enabling the vocational impact of whole-life discipleship and in identifying and enabling the discernment of our future lay and ordained leaders. We have a vision of a 'shepherd in every community', a leader – lay or ordained – who provides an identifiable focus for Christian presence in each local community. To this end, we expect the successful candidate will have an in-depth understanding of how to grow grassroots vocations and leadership pipelines, particularly within individual community contexts, in ways which recognise and cherish the uniqueness of each place.

Spotting and nurturing a range of diverse vocations is a key tenet of growing and enabling the mission and ministry of the local church as well as across our ecumenical Mission Communities. 'Growing our own' is a strategic imperative set out in our Ministry Development Strategy as we strive to support a greater number and breadth of people to explore their call. Our commitment to 'Exploring your Call' supports the initial discernment and early formation of individuals across vocations and leadership roles of all shapes and sizes.

A commitment to collaborative working will be key to the success of this role. As part of the Mission and Ministry, Support and Innovation team, we recognise that encouraging and enabling vocations is a priority for everyone within every area of our work and in the contexts of churches and worshipping communities, schools, and the wider community. Importantly, the postholder will seek to encourage and enable local leaders and teams to be effective in doing the same, championing a multiplication of effort in supporting the flourishing of God's missionary purposes across the diocese.

The Vocations Lead role is pivotal in this shared endeavour. We are committed to developing a diversity of ministry leadership by 2030 which will encompass a range of ordained and lay local roles including children, youth and families ministry, pioneers, church planters, chaplains, self-supporting and stipendiary clergy, and licenced lay ministers.

Reporting to the Director of Diocesan Ordinands and Vocations (DDOV), you will be responsible for building a rich vocational pipeline, enabling the growth of local and younger lay and ordained vocations. A major focus will be the continuing development and delivery of accessible, inclusive, and diverse formational pathways across the Diocese.

The role requires a visionary, purposeful and experienced individual able to effectively implement the current plans and lead new, creative and innovative developments, including in the digital world: we believe both in-person and online approaches will be required to fully implement our strategic diocesan plan for 'Growing our Own' and 'Growing Younger'. Therefore, the role will include preparing and delivering online and in-person training, hosting study days, offering practical support, and walking alongside local leaders in their contexts. You will work closely with external partners such as Emmanuel Theological College and Church Mission Society to bring their expertise into the diocese and advocate for developments in whole-life discipleship and vocations practice across Cumbria.

For an informal discussion about the role, please contact the Revd Dr Raewynne Whiteley, Director of Diocesan Ordinands and Vocations at raewynne.whiteley@carlisle-diocese.org.uk



Job Description

JOB TITLE: Vocations Lead for Mission and Ministry, Support and Innovation

Reports to: Director of Diocesan Ordinands and Vocations

Department: Mission and Ministry, Support and Innovation Team

MAIN DUTIES AND RESPONSIBILITIES:

Lead on enabling the vocational impact of whole-life discipleship and in identifying and nurturing the ministries of our future lay and ordained leaders by developing our engagement with people exploring their calling from all ages, backgrounds and abilities:

- Promote ongoing cultural change within the Diocese of Carlisle, ensuring that all people are nurtured, encouraged, and resourced to live out their call to Christian discipleship.
- Contribute to the development of a proactive vocation-focused culture to enable effective discernment by working collaboratively with colleagues from the Mission and Ministry, Support and Innovation Team and local leaders and teams across the diocese.
- Contribute to 'Growing our Own' by introducing and supporting vocations pathways for those who may lack confidence, self-belief and academic qualifications, enabling people of faith from a range of background and communities to explore their call.
- Design, develop, deliver and continuously improve a breadth of quality and inclusive formation pathways and supporting programmes which guide and encourage people from the point of discernment into informal and formal training, and, where appropriate, ongoing leadership development, in their charism.
- Lead on the development and management of the online learning platform ensuring the content and resources available are appropriate, up to date, and accessible for a range of Explorers across the ages, backgrounds and abilities.
- Be involved in actively delivering a wide range of ministry development opportunities to enable the diverse leadership roles available in pioneering, planting and children and youth ministry to be explored.
- **Support the Vocations Coordinators and their Vocation Advisor teams in their role by ensuring they keep the individual's discernment journey at the heart of their work, underpinned by the implementation of safe, inclusive and compliant policy and practice, capturing learning, and applying this to their practice.**
- Lead on the recruitment of additional advisors who are increasingly diverse and representative of the people they may support.
- Work collaboratively with the DDOV and Vocations Teams to enable those people who are exploring ordination to be seamlessly supported into this established pathway.
- Work closely with the Growing Younger Enabler for Youth and Intern Scheme Co-ordinator to ensure young people and young adults from our Intern Schemes and Network Youth Churches are integrated effectively into a vocation pathway which will support their ongoing exploring.
- Work collaboratively with colleagues in the Mission and Ministry, Support and Innovation Team to foster and support people discerning locally recognised, authorised and licenced lay ministry.
- Line manage the Warden of Readers and Vocations Development Officer.



- In the context of the God for All Strategy, contribute to implementing the Diocesan Ministry Development Strategy and Plan for 2030, effectively engaging with the diocesan programme management processes.
- Maintain a good grasp of national thinking, resources and practice in relation to vocations to ensure that the Diocese of Carlisle continues to develop innovative and effective practice in this area of ministry. This includes active membership of the national Lay Ministries Network.
- Undertake other duties that, from time to time, may be required.

ESSENTIAL CRITERIA

DESIRABLE CRITERIA

TECHNICAL COMPETENCE

Technical Skills and Qualifications

- Educated to degree level in theology or a related discipline or relevant experience.
 - A person able to work independently and relationally with people from a broad range of backgrounds and experiences.
 - An effective communicator both verbally and in writing.
 - A creative and innovative person able to deliver outcome-focused plans and activity.
 - An effective influencer and advocate for improvements at all levels of an organisation.
 - A self-starter that can grow something from scratch.
 - Adept at using Microsoft Office 365 suite.
 - Experience in the use of digital learning platforms and able to lead the management and use of these in practice.
- A degree in Theology.
 - Training, coaching and mentoring qualification and/or experience.
 - Adept at designing and developing online resources which are accessible to people of all abilities.

Knowledge and Experience

- Have an in-depth knowledge of vocations and current national thinking, resources and best practice.
 - Specific knowledge of the local, regional and national structures of the Church of England
 - A good understanding of safeguarding and best practice in discernment.
 - Proven track record in fostering vocations in a local context
 - Proven track record in effectively designing, developing and delivering a variety of learning and development sessions and programmes.
 - Ability to evaluate and continuously improve the content of programmes and enhance the vocation pathways offered.
 - Experience of effectively collaborating and working as part of a team.
- Previous experience of working with local and national lay ministry agendas.
 - A working knowledge of the process of selection, training and ordination in the Church of England and how discernment is progressed across the traditions of the Church of England.
 - Experience of working with young people and understanding their needs, including the provision of training and development



BEHAVIOURAL COMPETENCE

Personal Qualities

A person who

- has a firm personal faith and spiritually mature and is able to relate generously and positively to those of theological traditions other than their own.
- has an attitude of service to the Church in a range of contexts.
- values collaborative working and is committed to the benefits of doing so.
- models a positive and 'can do' attitude across all areas of their work
- is creative, adaptable and flexible.
- is emotionally intelligent and pastorally adept.
- strives always to model respect, authenticity and integrity.
- is committed to the vocational development of the whole people of God.
- values growth and development in themselves and others.
- Is able to manage own time and workload.

- Has a willingness and commitment to work some evenings and weekends.
- Able to independently travel around the Diocese and nationally.

KEY RELATIONSHIPS

<p>FINANCIAL IMPACT</p> <p>DIRECT: Responsible for Project Budgets</p> <p>NUMBER OF DIRECT REPORTS: 2</p> <p>Warden of Readers and Vocations Development Officer</p> <p>Supported by the DDOV, the role also has responsibility for overseeing the Vocations Coordinators and Advisors.</p>	<p>KEY RELATIONSHIPS</p> <p>INTERNAL: Bishops of Carlisle and Penrith, Director of MMSI, Archdeacons, Colleagues within the MMSI team, Diocesan Safeguarding Officer and team, Diocesan colleagues including clergy and licensed lay ministers, network youth church leaders and other local ministers involved in vocations development work.</p> <p>EXTERNAL: National Church including Lay Ministries Network and other denominations' relevant officers. Training institutions such as Emmanuel Theological College and Church Mission Society.</p>
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STAFF BENEFITS

Benefits	
Salary	£41,878 FTE
Pension	<p>A non-contributory, defined contributions scheme (employer's contribution is 15% of salary).</p> <p>An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme.</p>
Car	Mileage paid at 45ppm
Office provision	Office space in Church House, Penrith
Working expenses	<p>Funded as appropriate.</p> <p>Mileage (to places other than your Place of Work) paid at 45ppm.</p>
Other benefits	<ul style="list-style-type: none">▪ 34 days annual leave including bank holidays▪ 35 hrs a week; flexi-time system in operation▪ Time off in lieu of hours worked at evenings and weekends (there will be regular requirements to work outside normal office hours)▪ A smartphone with remote access to email
	<p>Any offer of employment is subject to:</p> <ul style="list-style-type: none">• Two references (one must be current employer)• Health Check• Right to work check• 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)

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.