

Director of Vocations

Recruitment Pack



Diocese of
Liverpool

Overview

The Diocese of Liverpool is committed to asking God for a bigger church making a bigger difference so that there are more people knowing Jesus and more justice in the world. To achieve this we cite four priorities:

- Introducing people to God through Jesus
- Deepening discipleship
- Developing Christian leaders
- Working for justice.

This is a bold and exciting vision that requires a cultural shift characterised by a significant and sustained increase in the number and quality of ordained and lay vocations for a changing church and for all the baptised people of God to realise their Christian vocation in the church and in the place of work, leisure and home. To help realise this vision the post holder will work collaboratively, bringing to our diocese warmth and wisdom, experience and enthusiasm. They will have a deep understanding of the joys and challenges of ordained ministry and passion for the 24/7 ministry of all God's people.

Closing date 12.00 noon on Friday 15th October 2021

Interviews will be held in person on Friday 22nd October 2021
(by Zoom should circumstances dictate)

Salary £38,000-£40,000

35 hours per week

25 days holiday pa plus bank holidays

Free parking at the base office at St James' House in Liverpool

Employee Assistance Program in place

Non-contributory pension scheme (AVCs may be made)

Introduction:

The post holder will lead in promoting, encouraging and nurturing lay and ordained vocations across the Diocese of Liverpool. They will encourage and equip clergy and lay leaders to be intentional and confident in vocational conversations and in nurturing vocations. They will lead in addressing both the need for more clergy (including SSM and the distinctive diaconate) and the flourishing of the rich diversity of ordained ministry. The post holder will oversee and help to resource the growth of Local Missional Leaders and develop a wide range of lay ministries. They will also be a key voice in how we deepen discipleship in all God's people, including through our diocesan Rule of Life.

This flourishing of ministry, lay and ordained, takes place in a rapidly changing context both in the national church and in our Diocese of Liverpool. The post holder

must be able to think creatively, respond to challenging new developments in ministerial training, work in partnership with our TEIs – particularly the newly established Emmanuel Theological College. They must be familiar with national thinking and best practice around vocational issues and the maturing and resourcing of lay ministry and leadership.

The strategic responsibilities can be summarised as:

- encouraging the vocation and ministry of all God's people, in all walks of life, especially through the diocesan Rule of Life and our LifeCall vocational strategy
- as Diocesan Director of Ordinands overseeing, with significant devolved operational responsibility to the Deputy Diocesan Director of Ordinands, our robust clergy discernment process, growth in clergy numbers and the development and deployment of a range of clergy roles
- leading on the promotion, encouragement and nurture of a rich and diverse range of lay vocations as the natural outworking of baptism and faithful discipleship
- co-ordinate with vocations strategy and initiatives at national and regional levels
- ensure alignment of the vocations programme with diocesan strategy and priorities.

There is an Occupational Requirement for the post holder to be a practising Christian in accordance with Schedule 9 of the Equality Act 2010.

We are keen to receive applications from individuals from diverse backgrounds. We would like to hear from you if you are able to help us on our journey to achieve greater diversity.

The Diocese of Liverpool is committed to mutual flourishing as expressed in the [Five Guiding Principles](#) and the House of Bishops' Declaration on the ministry of women as priests and bishops.

Main Responsibilities:

This post is a senior position with strategic responsibility in the Diocese of Liverpool. The post holder will be a member of the Bishop's Diocesan Oversight Team (DOT), will serve as Diocesan Director of Ordinands and sit on the Fit For Mission (STF funded) Project Board. The post holder will lead the Vocations team comprising: Deputy DDO, Vocations Officer and Administrator. As noted, they will work closely with the Deputy DDO. The key areas of responsibility are:

- to lead in the resourcing, supporting and recalibration of a range of ordained ministry roles as part of multi-faceted leadership teams for effective mission

and ministry in a changed and changing parish context, as envisioned in our emerging strategy, Fit For Mission 2:

- enabling our clergy to thrive in their ministry, addressing clergy wellbeing and sustaining the clergy covenant.
 - framing an expansion of SSM ministry and the deployment of SSM clergy in parish and larger single parish contexts alongside development of the distinctive diaconate as key strategic priorities.
 - shaping and developing models of ordained ministry including: interim ministry, chaplaincy, retirement, pioneer/planting and other emerging expressions of ordained ministry.
- to oversee the growth and maturity of lay leadership and ministry in the diocese:
 - deepening lay discipleship, including through our diocesan Rule of Life and engaging with the national church's *Growing Faith and Setting God's People Free* initiatives.
 - working closely with colleagues to establish and multiply Local Missional Leaders for church planting and refreshing inherited churches, sitting on the Fit for Mission Project Board.
 - ensuring, with colleagues, training and development opportunities for a wide range of lay ministries, including Reader ministry, addressing the challenges of Everyday Faith and rooting lay ministry in our Rule of Life and our ambition to deepen discipleship.
- to oversee, as Director of Ordinands, the diocesan discernment process. This element is expected to occupy 20-25% of the Director of Vocations role:
 - working closely with the Deputy DDO to implement and mature our discernment process for priestly and diaconal ministry and to oversee the ordinand training budget.
 - monitoring, sustaining and growing the numbers of candidates for national discernment panels, monitoring the mix of candidates in terms of ethnicity, age, gender, social background and other factors.
 - overseeing, developing and regularly refreshing the work and membership of the Assistant DDO team.
 - working with Colleges and Courses to agree appropriate training pathways for effective training and formation for ministry in the Diocese of Liverpool, including maintaining pastoral contact with ordinands during initial training.
 - working with the sponsoring bishop and IME2 colleagues to ensure good transitions to curacy and ministry in Liverpool.
- to develop and implement, in collaboration with colleagues in the Vocations team within Lifelong Learning, a creative strategy which will nurture and grow vocations, lay and ordained:
 - serving as team leader with line management responsibilities for a vibrant, diverse and high functioning Vocations team.

- maturing core vocational initiatives, current and emerging, including the established Directions course, Cultivate and LifeCall programmes
- developing vocational coaching opportunities and intern schemes.
- overseeing the discernment and selection processes for recognised lay ministries, particularly Local Missional Leaders and Readers.

Key relationships

This is a senior post with significant responsibilities. The post holder has the assurance of belonging to a supportive and committed team, of strong working relationships and investment in their professional development.

The post holder will work closely and meet regularly with the Sponsoring Bishop. They will also work closely with our Archdeacons and with fellow Directors at St James' House. There are mission critical relationships with the Deputy DDO, the Learning Manager for IME2 and the Bishop's officer for SSM ministry.

The Vocations Team has a strong track record and is well resourced with two full time colleagues and a part time Administrator from Central Services within St James' House. Vocations is part of the wider Lifelong Learning Team. Line management and support is undertaken by the Director of Lifelong Learning and Stewardship and St James' House colleagues include Learning Managers with responsibility for IME2 and Reader ministry.

The post holder will be a member of:

- Diocesan Oversight Team
- Fit for Mission 2 Project Board
- Diocesan Advisory Team
- Appointments & Wellbeing
- Bishops Council
- Diocesan Directors Meeting
- North-West DDO network
- Northern DDO network
- National DDO network

They will chair:

- Vocations team
- ADDO team

The Ideal Candidate

Essential requirements include -

- A person of prayer and deep Christian faith.
- A person of integrity.
- Theology degree. Theologically confident with an understanding of the issues involved in ministerial education, vocations and discipleship.

- Have proven and demonstrable experience of discerning and encouraging vocations for both lay and ordained colleagues.
- Experience of building and leading teams, with a track record of working collaboratively.
- Able to contribute at a senior and strategic level to the development and promotion of diocesan policies.
- Self-motivated and the ability to motivate and inspire others.
- Proficient Microsoft Office skills.
- Excellent written and oral communication skills.
- Creative with a flair for innovation.
- Resilient with an ability to work independently at times.
- Excellent planning and organisation skills with an ability to handle diverse workloads and meet deadlines.
- Respectful to the needs of others but with an ability to challenge and confront areas of concern when necessary.
- Excellent listening and discernment skills.
- Be prepared to willingly work outside normal office hours including evenings and weekends as necessary.
- Current driving licence with access to own transport.
- Willingness to travel within the Diocese of Liverpool and further afield when required and necessary.

Desirable requirements include –

- Have seven years' or more experience in stipendiary ordained ministry.
- Post-graduate qualification in Theology.
- Recognised Theological educator.
- Conflict management / mediation skills.
- Ability to design and prepare resource materials.
- Effective coaching and mentoring skills.

It is the custom in this diocese for posts of this nature that the Bishop will consider granting a Public Preachers Licence should the successful candidate be ordained. Therefore, in this event, the Safer Recruitment process will be followed and an enhanced DBS together with a check of the barred lists will be required.