



Diocesan Vision

To Serve our Communities, Share our Faith, with great joy and gladness
Be the Church; a people with hearts on fire, loving God, walking with Jesus and led
by the Spirit

Job Title: Pioneer Development Officer
(full-time, 35 hours a week, five years fixed term)

Reporting to: Director of Pioneering Ministry and Dean of Fresh Expressions

Key Relationships: Potential pioneer ministers, their Incumbents and other officers within parishes
Archdeacons
Director of Mission & Evangelism and his team
Director or Strategic and Operational projects
Project Manager and the Core Project Team

Background:

The Diocese of Southwark has been on an exciting journey in the past few years as we have explored imaginative and creative ways of being Church. Using the idea of a Pioneer Spectrum we have developed a missional approach to fresh expressions/ new Christian communities that has encouraged innovation, diversity and experimentation.

To embed and encourage this approach within the Diocese the Bishop has created a new department of Pioneering Ministry and Fresh Expressions. By 2025 we expect to have 100 Pioneers (lay and ordained). We have 100 fresh expressions of Church and expect that having a focus on encouraging, resourcing and supporting pioneering will see a significant increase in this number. Pioneering has played a key part in our past two successful Strategic Development Fund (SDF) bids. We wish and expect this focus to continue in future bids.

Job purpose:

The post-holder will be part of an exciting new team led by Canon Will Cookson, Director of Pioneering Ministry and Dean of Fresh Expressions. The Diocese has a vision for growth and the new team is expected to play its part in helping the Diocese to grow and innovate. Some of the key ways that we anticipate that this will happen are:

- Encouraging and supporting Lay and Ordained Pioneer Ministry
- Growing fresh expressions of Church/ new Christian communities
- Supporting a culture of innovation and risk taking in the Diocese

The role of Pioneer Development Officer will play a key role in ensuring that our goals are met through supporting churches and lay teams across the Diocese, through consultancy, training and learning communities.

Our Values

Effective Stewardship of resources
Respect for all

Collaborative Team Working
Transparent Accountability



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Key responsibilities

Developing Pioneering and Fresh Expressions

- Help clergy and lay leaders to identify Pioneers and FX leaders in their churches across the Diocese
- Help to develop a greater appetite for Pioneering and FX across all traditions, ethnicities and geographies
- Work with our new Pioneer Hub churches to help them develop and support Pioneers and fresh expressions.

Training and Support

- Develop and lead learning communities of churches looking to work in mixed-mode
- Develop and support Action Learning Groups for Pioneers focussed on a particular type of FX/ need
- Accompany churches involved in Mission Shaped Ministry (MSM) training to help them explore new FX/Pioneering opportunities. Look at how we might use new resources to develop MSM
- Contribute to training across the Diocese to nourish and support Pioneering and FX
- Help with developing our Lay Pioneer pathways
- Help develop mission accompaniment and mentoring for pioneers and FX teams
- Help with supporting our SDF Pioneers.

Communication, Evaluation and Monitoring

- Work to share stories and good practise through social media and Diocesan communication channels to encourage and help other fresh expressions and pioneering to develop
- Work with Strategic & Operational Projects Department to ensure that we can track and evaluate progress and growth

Key anticipated outcomes

- 100 Pioneers (lay and ordained by 2025) leading to a significant increase of fresh expressions
- Increased number of fresh expressions of Church across the Pioneer Spectrum
- Planting new fresh expressions with national/ international significance
- Pioneers and fresh expressions across traditions, ethnicities and geographies
- 6 Action Learning Groups focussed on key areas of learning
- 3-4 learning communities of mixed-mode pioneers

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Person Specification

Essential	Desirable
A mature Christian faith with a passion for mission	
Exceptional emotional intelligence and soft skills	
Passionate about fresh expressions of Church	Experience of mission training (especially of the MSM course or similar) and mentoring
Demonstrable and practical experience of Pioneering/fxC/Contextual mission	Theology degree or Diploma
Experience of Fresh Expressions and/or Pioneering	
Able to inspire and influence others	
An appreciation for, and a commitment to work positively within, the breadth of the Church of England	
Excellent communication skills (written and verbal)	An understanding of social media
Able to facilitate conversations with and between different groups	
Great networking skills	
The ability to think strategically and realise what will make a difference	
Experience of building and leading functional, successful teams	
Able to learn from failures	

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act

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DIOCESE OF SOUTHWARK

Pioneer Development Officer

Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Your normal place of work will be Trinity House, with extensive travel throughout the Diocese.

Length of contract

The post is funded for a fixed term for 5 years

Salary

The post has the salary of £36,000 per annum. The Diocese welcomes applications from both lay and ordained pioneers.

The post is open to ordained clergy, who if they wish can choose to be appointed to clergy equivalent terms and conditions, with a salary of £27,071, provision of housing within the Diocese linked to some ministry in the Diocese, and continuing membership of the Clergy Pension Scheme.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

35 hours per week over 5 days per week including evening meetings, with the need for flexibility to work evenings and at weekends as part of the role.

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 2 local and 8 national bank holidays. The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

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Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution. Existing members of the Clergy Pension scheme may choose to continue as a member of the scheme, with the salary and housing option outlined above.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.

Ineligibility for Election

Employment in this post means that you would be ineligible for election to the General Synod of the Church of England or the Southwark Diocesan Synod.

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