

London City Mission

Director of
Training & Mentoring

An aerial night view of the London City Mission building, a prominent skyscraper with a distinctive spire. The building is illuminated, and its lights are visible against the dark sky. The surrounding cityscape is also visible, with other buildings and streets lit up. Three diagonal banners are overlaid on the image: a yellow banner with the word 'MISSION' in black, a light blue banner with the word 'LONDON' in black, and a light green banner with the word 'CITY' in black. The banners are arranged to form the words 'LONDON CITY MISSION' across the image.

MISSION

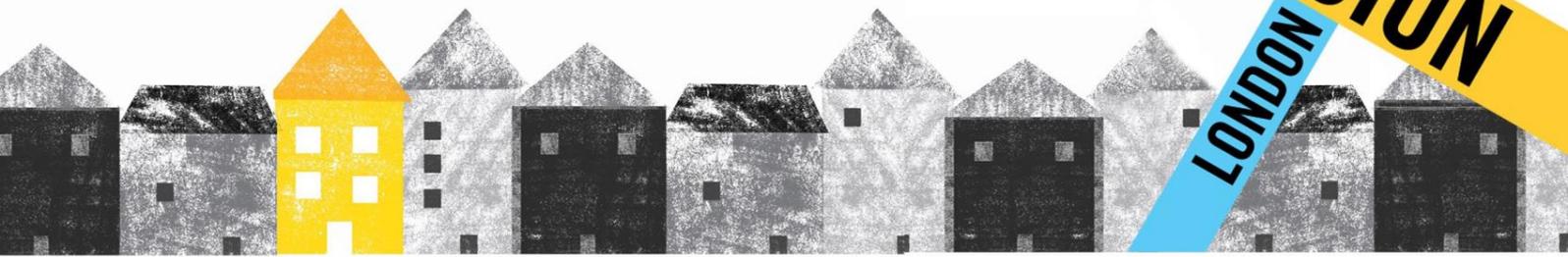
LONDON

CITY

A unique opportunity

MISSION CITY

LONDON



London City Mission (LCM) serves the church of London in sharing the love of God and the good news of Jesus Christ with the least reached of London.

One in three people don't have a Christian friend to invite them to church, open a Bible with them, or tell them the good news of Jesus. We want to see that change. The latest census data reports that under 10% of the inhabitants of London's poorest districts attend Christian churches. The poor areas of London are incredibly diverse, in fact London is the most ethnically diverse city in the world, growing at over 100,000 people a year. We believe that these ethnic groups, often living in the poorest areas of London, are in desperate need to hear the gospel but are least likely to be reached with it. The world has come to London – we long to see the gospel taken to the world by working alongside churches to visit homes and go out into the streets of London with the good news of the gospel. Why?

Because London Needs Jesus!

For 185 years the gospel has been at the heart of all we do. Together with London's churches we show God's love in practical ways and continually look for ways to share the message of the gospel of Jesus Christ with the least reached people in our capital. Our monthly team gatherings are full of testimonies of how God is working amongst the least reached people of the city, and our deep conviction is that much more needs to be done – and can be done - at this urgent hour for London.

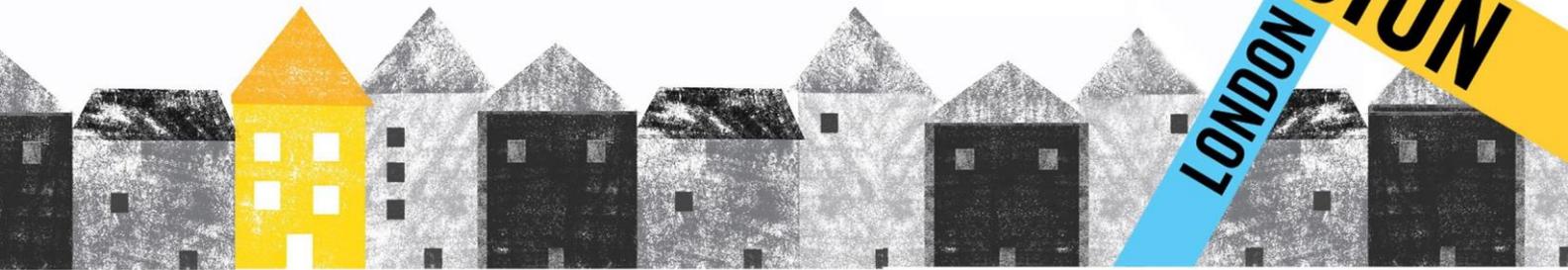
This is a unique opportunity to impact London with the gospel

We are now looking to appoint to a new Leadership Team level role of Director of Training and Mentoring. This Director will play a key role in helping London City Mission deliver and champion a strategy of training and mentoring, enabling us to achieve our ambitious five year strategy: to mobilise and better support a growing, flourishing Church that is sharing the love of God and good news of Jesus Christ with London's least reached communities. It's a crucial and exciting time in the history and further development of London City Mission, and through this role the successful candidate will be able to make a difference in London for the salvation of souls and to the glory of God.

We are searching for a Director of Training and Mentoring who is driven by the conviction that LONDON NEEDS JESUS



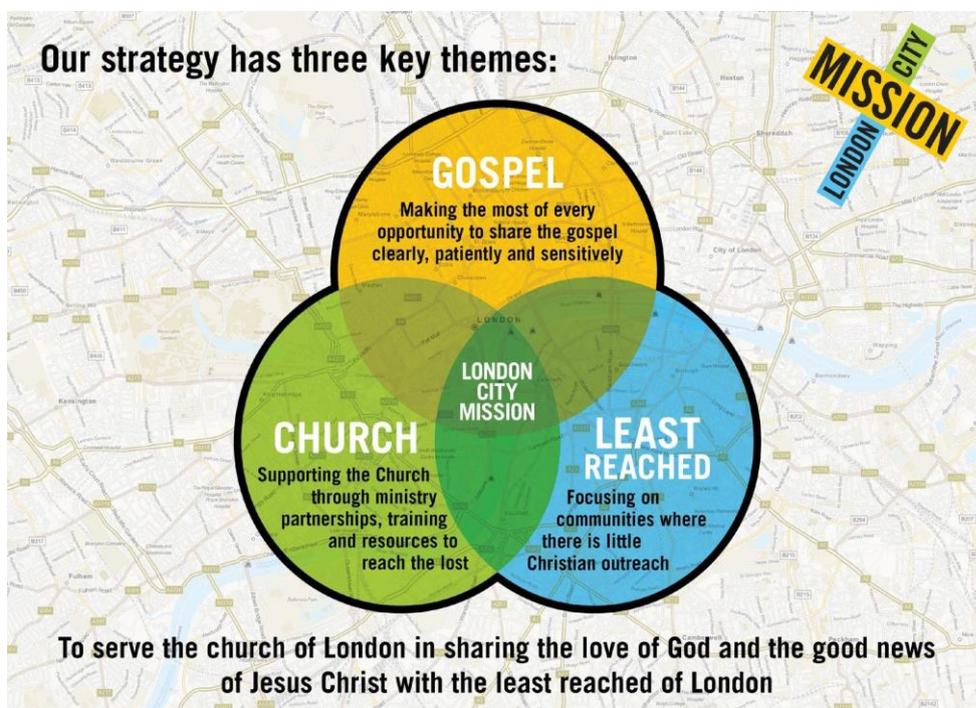
The context



Our Missionaries work with churches to build relationships with people in their communities and share the transforming love of God in Jesus Christ to enable many people to put their trust in Jesus and to join his family, the Church. Our Missionaries carry and live out the gospel in London's neediest neighbourhoods where they live, work and worship, in partnership with churches.

To deliver our aspirations we have created clear lines of leadership, support and accountability for our entrepreneurial front-line mission teams. They are supported by our professional head office teams, and together we form one London City Mission team committed to the salvation of souls and the glory of God in London. As one mission team, we gather regularly to share fellowship, pray, train and hear updates that encourage and inspire one another.

Graham Miller was appointed as CEO ("Chief Servant") in 2013, being the youngest London City Mission CEO since its founder, David Nasmith. Following progress against a bold strategy over the last few years we have recently agreed an ambitious strategy for the next five years. This places a greater intentional emphasis on partnering with churches to envision, engage and equip the Church in its evangelistic cross-cultural urban mission to the least reached and hardest to reach communities of London.



London City Mission currently has an annual turnover of approximately £7 million, which supports the work of approximately 80 front-line missionaries, 40 Mission Associates and 20 short-term placements, as well as our support teams at head office. We are also blessed to steward a portfolio of over 200 properties used for missional purposes. This includes a number of community based centres.

London City Mission has strategic clarity, missional urgency and a desire to serve the church in reaching the least reached in London. We now need a Director of Training and Mentoring to help us deliver and champion a strategy of training and mentoring to enable and support achievement of LCM's new and ambitious five-year strategy.

Training & Mentoring

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As part of our five year strategy we will increase the number of churches that we partner and engage with and we will broaden and deepen that engagement to inspire, enable and equip them in mission. Our missionaries are increasingly required to lead, envision, and equip others in evangelism, as well as to be evangelists themselves.

Our ambition for growth and change in mission must be matched by an ambition to mobilise the church, and to develop our processes and ways of working to enable even greater impact and influence. This Leadership Team level role will provide clear leadership and strategic direction to develop further the Training and Mentoring operation and our established and committed team - which oversees training and mentoring, Pioneer programme, college placements, partnerships with theological colleges, discernment of future missiological needs. As a senior leader, this Director will collaborate and contribute to the collective success and accountability of the Leadership Team and to the wider development of London City Mission.

This role provides a unique opportunity to have an impact on reaching London with the good news of Jesus Christ. Key aspects of success for Training and Mentoring going forward will be to:

- Continue to promote our Christian culture and ethos, based on our values.
- Develop, deliver and champion a strategy of training and mentoring, enabling us to achieve our ambitious five-year strategy: to mobilise the church.
- Lead, grow and develop the Training and Mentoring team, building upon strengths and success to date.
- Further develop the effectiveness of our approaches through fresh strategic insight, innovation and risk-taking.
- Deputise for the Chief Executive in their absence
- Work cross-functionally and collaboratively with other teams to deliver joint initiatives and successful outcomes.

Please see the job description and person specification within this brochure setting out the role and the person we are looking for.



Our values



All of this is done in line with a set of values that LCM have developed to shape the way we work and relate with each other, with the Church and with the people and communities we engage with. Our values are set out below.

We are passionate about sharing the love of God and good news of Jesus Christ with the least reached in London, and to do this in partnership with churches.

To help us do this, we have developed a set of values which shape the way we work and relate with each other, with the church and with people in the communities we engage with:

Rooted in Christ:

Prayerfully dedicated to doing God's will and living His way, according to His word

Christ-Like Love:

Looking not to our own interests but to the interests of others because we are united as brothers and sisters in Christ

God-Glorifying Excellence:

Pursuing the best that we can be to glorify God and serve each other in all we do

Spirit-Inspired Courage and Perseverance:

Standing firm, pushing through, paying the price for the sake of Christ and the gospel



Statement of Faith and Conduct

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London City Mission Statement of Faith and Conduct

As Evangelical Christians we accept the following doctrines which we regard as crucial to the understanding of the faith, and which should issue in mutual love, practical Christian service and evangelistic concern:

- The revelation of the triune God given in the Scriptures of the Old and New Testaments and the historic faith of the Gospel therein set forth.
- The sovereignty and grace of God the Father, God the Son and God the Holy Spirit in creation, providence, revelation, redemption and final judgement.
- The divine inspiration of the Holy Scripture and its consequent entire trustworthiness, clarity and supreme authority in all matters of faith and conduct.
- The universal sinfulness and guilt of fallen man, making him subject to God's wrath and condemnation.
- The substitutionary sacrifice of the incarnate Son of God as the sole and all-sufficient ground of redemption from the guilt and power of sin, and from its eternal consequences.
- The justification of the sinner solely by the grace of God through faith in Christ crucified and risen from the dead.
- The illuminating, regenerating, indwelling and sanctifying work of God the Holy Spirit.
- The priesthood of all believers, who form the universal Church, the Body of which Christ is the Head and which is committed by His command to the proclamation of the Gospel throughout the world.
- The calling of all Christian people to a life of holiness and prayer according to the Holy Scripture.
- The expectation of the personal, visible return of the Lord Jesus Christ in power and glory.

Additional Information

How to apply



The Director of Training and Mentoring will be based at the Tower Bridge head office but will spend a significant amount of time visiting ministry projects and church partners across London.

As this role will be deemed as a Minister of Religion, In addition to the agreed salary, London City Mission will also provide the Director of Training and Mentoring with housing fitting the household needs of the candidate and the missional goals of LCM. Though some of our missionaries do raise a portion of their salaries, this is a fully funded position.

To find out more about this role, and how to apply, please contact Mark Cherry at Christian Jobs, who will be handling all applications for this role on behalf of London City Mission. Mark can be reached at the following email address:

mark.cherry@christianjobs.co.uk

Your application should reach Mark at Christian Jobs by 12 noon on Friday 21st February 2020.

For shortlisted candidates the selection process will include two stages each involving a panel interview with senior LCM colleagues who will prayerfully assess and seek to discern the selection of the right candidate. Interviews will be held no earlier than two weeks after the closing date. Further details of the interview process and dates will be sent to short-listed candidates.

Job Description and Person Specification

Job Title:	Director of Training and Mentoring
Department:	Training and Mentoring
Responsible to:	Chief Executive Officer
Salary range:	£37,000 - £42,000
Benefits include:	13% pension, Life Insurance, 30 days holiday plus Bank Holidays and 3 days ex-gratia during Christmas and New Year, Travel Benefit in Kind

Main Objectives of Job:

- To develop, deliver and champion a strategy of training and mentoring in line with the 5-year strategy.
- To provide leadership and direction for the development and delivery of training and mentoring activity across London City Mission (LCM).
- Provide strategic insight and overall accountability at the Leadership Team and liaise closely with the Board of Trustees.
- To lead, develop and grow the Training and Mentoring team and ensure all systems, processes and ways of working are co-ordinated and aligned with our goals.
- To significantly contribute to the corporate leadership and wider development of LCM.
- Deputy Chief Executive Officer

Position in Organisation:

- Reports to the Chief Executive Officer.
- Member of the Leadership Team representing all matters relating to training and mentoring.
- Line manages: 6 professional staff which consists of trainers, missiologists and administrators
- Participates in all Board meetings.
- Liaises with and influences all Teams within LCM.

Scope of Job:

- Corporate Leadership
- Interim Organisational Leadership
- Christian Leadership
- Training and Mentoring Strategy and Operation
- Leadership Team, Board and wider organisation
- Leadership and Management of Training and Mentoring Team
- External relationships
- Personal and Professional Development

Key Responsibilities:

Corporate leadership (part of all Leadership Team job descriptions)

- Champion LCM's Vision, Values and Strategy to all audiences.
- Take shared responsibility for the ongoing development of LCM strategy.
- Deliver through cross-functional working and foster a culture of cross-functional team working and collaboration as part of LCM's way of working.
- Contribute significantly to the spiritual leadership of LCM.
- Take shared responsibility for creating a united, highly effective Leadership Team built on relationships of trust, openness, mutual respect and loyalty.
- Take shared responsibility for LCM achieving its corporate goals.

Interim Organisational Leadership:

- Deputise in the absence of the CEO having full authority over the day-to-day running of the Organisation

Christian Leadership

- Contribute to the spiritual direction of LCM as part of the Leadership Team.
- Responsible for ensuring LCM's beliefs and values are communicated and adhered to within the Training and Mentoring Team.
- Participate in monthly Team Days, role model commitment to LCM's work, and spend time in prayer and worship together. On occasions to actively take part in leading a session or opening in prayer, as directed by the CEO.
- Participate in regular prayer times with members of the Leadership Team.
- Lead prayer times and biblical reflection with the Training and Mentoring Team at least weekly.
- Be committed to LCM's Strategy, Values, and Statement of faith and conduct.
- Be committed to actively working and living in accordance with LCM's reformed evangelical Christian beliefs.
- Set Christian standards in the working environment and lead by example.
- Maintain own spiritual health, development, and relationship with God (e.g. through individual prayer and reflection days).

Training and Mentoring Strategy and Operation

- Develop, deliver and champion a strategy of training and mentoring in line with the 5-year strategy.
- Manage a team of trainers, missiologists and administrators who, together, will:
 - Provide in-house training and mentoring for LCM staff (both initial training and continuing missional development). On some occasions there will be external students.
 - Offer the LCM Pioneer programme.
 - Co-ordinate college placements for theological college students interested in urban mission.
 - Offer central training days (Practical Evangelism Training, Muslim Engagement Training, conferences, summer schools etc) and tailored-made training in urban mission to local churches within London
 - Work in partnership with theological colleges to provide validated training in urban mission
 - In partnership with the churches of London, and fellow departments within LCM, discern future missiological training needs and respond appropriately.
- Provide strategic insight to shape and direct the training and mentoring operation.
- Inspire others across LCM to contribute to and 'buy into' the training and mentoring strategy and to adopt and embed behaviours that support it.
- Ensure all our systems, processes and ways of working are aligned with achievement of the training and mentoring strategy and are well co-ordinated, efficient, effective and value-for-money.
- Spearhead thought leadership in the field of cross-cultural urban mission through personal research and the bringing together of expertise from various LCM departments.
- Develop written resources for the benefit of the mission and church leaders.
- Participate in conferences (locally, nationally and internationally) in the field of cross-cultural urban mission.
- Develop the work of LCM, in partnership with like-minded organisations, to become a centre of excellence for training in cross-cultural urban mission.
- Develop LCM library into an increasingly valuable resource for staff and the church of London.
- Manage departmental finances, appraisals and goal setting.
- Provide pastoral care for the department and students, as appropriate.

Leadership Team, Board, and wider organisation

- Provide overall accountability for Training and Mentoring on the Leadership Team and to the Board, and report on performance and progress.
- Work collaboratively with other members of the Leadership Team to provide strategic insight and contribute to collective responsibility for success.
- Actively listen to others and to God and bring wisdom and insight.
- Work closely with other departments, including Ministries, Communications, Church Development and Partnerships, attending (where appropriate) cross-departmental forums to ensure a joined-up approach where consideration of Training and Mentoring is embedded in all planning and relevant activity across LCM.
- Lead inter-department project teams to improve joined-up working, effectiveness, and cross-functional collaboration across various aspects of LCM's operations.
- Ensure that London City Mission staff and the Board grow in their understanding of the training and mentoring function and apply this.
- Drive culture change, promoting the embedding of behaviours across LCM that support success of our training and mentoring.

Leadership and Management of the Training and Mentoring Team

- Lead the Training and Mentoring team, ensuring that all staff are fully engaged with the purpose, vision, strategy and values of LCM.
- Deliver through strong project and programme management of activity and resources.
- Agree relevant objectives and ensure all work-plans and activities are well coordinated and aligned with the strategy.
- Provide regular, open and honest feedback on performance to build on success and to address quickly and effectively areas for performance improvement.
- Ensure all members of the team receive timely and honest mid-year and annual performance appraisals.
- Develop the team, investing in their personal and professional development through coaching and delegation of challenging assignments.
- Provide an environment of trust, openness and prayer within the team to foster good two-way communication, risk taking, innovation and growth.
- Grow the team as we secure growth in donations.

External Relationships

- Represent LCM externally and proactively in identifying opportunities to raise the profile of the Mission.
- Network regularly and build relationships with other like-minded professionals, and bring insight, good practice and learning back to benefit LCM.
- Actively encourage the Training and Mentoring team members to network externally and seek out insights and good practice ideas and apply these for the benefit of LCM.

Personal and Professional Development

- Develop self-awareness by seeking feedback and through reflection, and act upon this insight to shape and progress own development.
- Drive own continuous personal and professional development.
- Continually develop own leadership skills and effectiveness.
- Keep up to date with good practice and wider developments in the missiological and urban mission profession.

Person Specification

ATTRIBUTE/SKILL	ESSENTIAL	DESIRABLE
EDUCATION/ QUALIFICATIONS	<ul style="list-style-type: none"> • Hold an undergraduate qualification in theology • Postgraduate qualification 	<ul style="list-style-type: none"> • Have a postgraduate qualification in theology (or be willing to study for one) PhD
EXPERIENCE	<ul style="list-style-type: none"> • Experience in Christian leadership • Have experience of mission in a key global city • Have experience of managing diverse teams • Show practical experience in urban mission in the UK • Proven ability to work as part of, or closely with, the senior leadership team • Proven record of developing and delivering strategies, programmes and projects with positive outcomes • Proven ability in leading and managing a team and operation 	<ul style="list-style-type: none"> • Experience of public speaking • Have experience of teaching in a college environment • Be published (either academic or popular level theological material)
SKILLS/ABILITIES	<ul style="list-style-type: none"> • Provide strategic leadership to LCM, to Training and Mentoring and the team • Project and programme management and delivery to achieve progress and change and to successfully complete initiatives • Collaborate and build strong and productive relationships with Leadership Team colleagues, colleagues across LCM, and externally • Experience in mentoring • Work cross-functionally and in a joined-up way with other teams to deliver successful joint initiatives and outcomes • Influence and communication – is persuasive and inspiring, excellent written and verbal communication skills and listens and empathises. • Team leadership and management to develop, build and co-ordinate the Training and Mentoring team 	<ul style="list-style-type: none"> • Provide insight and direction to grow fundraising and supporter relations • Hold a coaching and/or counselling qualification
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Convicted of the importance of the work of London City Mission and of the part they can play at this time • Mature, committed, evangelical Christian • Be a committed member of a local, evangelical church • Committed to LCM's Christian ethos and values and upholding them • Bold, innovative and takes risks to drive improvement and positive change in how we do things, and takes people with them on this journey • Active listening skills • Combines drive to achieve progress with the ability to foster healthy and warm working relationships to honour people and enable them to flourish • Committed to cross-departmental, cross-functional and collaborative working, teamwork and service delivery • Committed to organisational effectiveness and to contribute to the wider development of LCM • Supportive and robust approach to people management and performance management, and to developing and building healthy working relationships • Emotional resilience and able to stay fresh and on top of multiple activities • Be able to work effectively as part of a team • Be a persevering self-starter who is able to stay motivated • Have recognised gifts in speaking (to small and large groups); teaching (including an understanding of pedagogy as it applies to mission formation) and writing (academic and popular) • Be able to research, analyse church trends and develop new initiatives to equip the churches of London • Be passionate about encouraging mission across London and beyond • Be aware of and willing to work within the diverse evangelical networks that exist in London • Demonstrates a positive attitude and acts as a positive role model • Takes a personal interest in the mentoring relationship • Values ongoing learning and growth in the field 	



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