

Job Title: Older People Lead
Hours: 28-35
Salary: £27 753 – £29 419 (pro rata, depending on experience)
Annual Leave: 28 days, (pro rata)
Responsible to: Head of Mission

Brighton and Hove City Mission is recruiting an Older People Lead who will pioneer missional work across the city.

JOB DESCRIPTION

Summary of Main Responsibilities:

- 1.) Pioneer missional activities for older people in Brighton and Hove.
- 2.) Lead a team of missionaries to facilitate projects.
- 3.) Build upon existing and create new relationships with care homes, churches, and Christian organisations in Brighton and Hove.
- 4.) Undertake and deliver necessary training in accordance with the role.
- 5.) Adopt a flexible approach to working hours.
- 6.) Represent BHCM at all events and in churches.

Main responsibilities:

- 1.) Pioneer missional activities for older people in Brighton and Hove.**
 - 1.1. Authentically communicate the Christian faith in innovative ways.
 - 1.2. Continue and expand our work in care homes, preparing appropriate Christian services and conducting pastoral visits.
 - 1.3. Research and develop new ways to share the Christian faith.
 - 1.4. Create projects that have relevance to those that live in the local community.
 - 1.5. Ensure that all projects align with BHCM's doctrinal values.
- 2.) Lead a team of missionaries to facilitate projects.**
 - 2.1. Train a team of people to undertake work with older people.
 - 2.2. Maintain existing relationships and recruit new missionaries.
 - 2.3. Support missionaries with projects.
- 3.) Build upon existing and create new relationships with care homes, churches, and Christian organisations in Brighton and Hove.**
 - 3.1. Prioritise working in partnership with other Christians on all projects.
 - 3.2. Maintain existing relationships with care homes.
 - 3.3. Develop good relationships with local churches.
 - 3.4. Highlight where the local church can serve the older people in their community.
- 4.) Undertake and deliver necessary training in accordance with the role.**
 - 4.1. Complete all required training for the role.
 - 4.2. Research other training that will provide personal development.
 - 4.3. Create and facilitate training courses in working with older people.
- 5.) Adopt a flexible approach to working hours.**
 - 5.1. Facilitate activities in line with the availability of older people.

- 5.2. Create projects that suit the timescales of care homes or churches.
- 5.3. Adapt to the needs of those you are serving, whilst creating necessary boundaries.
- 5.4. Assist the wider team of BHCM.

6.) Represent BHCM at all events and in churches.

- 8.1 All our staff must strive towards fulfilling our vision.
- 8.2 All staff members are expected to be at BHCM events.
- 8.3 All staff members will be expected to represent BHCM by making presentations in churches and producing written reports for publicity.

PERSON SPECIFICATION

Essential

People Skills:

Communication skills, verbal and written
Presentation and teaching skills
Pastoral skills

Strategic Skills:

Decision making skills
Management skills
Problem solving skills
Flexible and adaptable to change
Ability to work both individually and within a team
Time management skills to manage your own diary

Knowledge and Experience:

Experience of a care home environment
Experience of Dementia
Good working knowledge of current legislation
Good working knowledge of safeguarding of older people

Desirable

Relevant qualifications in working with older people and theology
Interdenominational knowledge
Hold a valid UK driving licence
Have access to a vehicle

All staff are central to the fulfilment of the statutory objects of Brighton and Hove City Mission, and are required to demonstrate a clear commitment to the Christian faith.

Informal chat before Friday 6th March 2026 (please book a time by contacting office@bhcm.org.uk).

Application closing date Friday 13th March 2026 at 5pm.