



**CHURCH
MISSION
SOCIETY**

**Chief
Executive
Officer**



Macaulay
search.



Introduction to CMS

The mission community you'll be joining

With Jesus. With each other. To the edges.

Welcome to Church Mission Society, where we are passionate about God's mission and eager to see more people become followers of Jesus. For over 225 years, CMS has been at the forefront of global mission, living out the gospel of Jesus, seeing lives changed and communities transformed across the globe.

Founded by William Wilberforce and other members of the Clapham Sect group of activists in 1799, today CMS supports hundreds of people and partners in mission working together across Africa, Asia, Latin America, Europe, the UK and the Middle East. We work closely with local partners, including two sister organisations, AsiaCMS and CMS-Africa. We also train Christians for creative, ground-breaking mission in Britain. Our roots are in the Anglican tradition, and much of our work takes place with partners from the wider Anglican Communion.

From empowering marginalised people to reach their God-given potential, to standing in solidarity with people whose faith makes them outsiders in their culture, to pioneering mission among people who might have given up on God, CMS is at the cutting edge of mission, displaying the love of Jesus to many people who might not have believed he was for them.





Context to this appointment

This is a key moment in the history of CMS. In the last few years, under the leadership of CEO Alastair Bateman, CMS has undertaken a prayerful review of its mission strategy and organisational structure, in order to discern a fresh mission call for this generation. Through a re-founding process, internally known as the Isaiah Project, we have rediscovered and been re-inspired by the pioneering spirit of our founders. Our goal today is to follow God's call to 'the edges': to those at the edges of the church, the edges of society and the edges of our own comfort zones. Within this new strategy for the period 2024-2027, we have three key mission objectives:

- ▶ people encountering and becoming disciples of Jesus Christ;
- ▶ new communities of disciples at the edges growing in their own cultures and transforming communities; and
- ▶ mission at the edges being multiplied as passion for mission is imparted and mission movements grow.

In a move away from (but not abandoning entirely) our traditional model of sending mainly British mission partners overseas, our new approach is based on groups of people from CMS and other organisations (which we call 'hubs' internally) all working together as a way of organising our mission engagement and as a vehicle to see mission movements flourishing in edge-contexts.

A hub is simply a group of people (mission partners and local partners) working together in a specific edge context around shared plans and objectives. Hubs are developed by working closely with our strategic partners and grassroots organisations with a heart for making disciples of Jesus.



Over the next four years we aim to see 9-12 hubs being developed globally, with our resources, fundraising and recruitment being increasingly aligned to these areas. At present our focus is on nine hubs, seven of which have already been launched, and two of which are under exploration:

1. Supporting and discipling followers of Jesus from a Muslim background in the **Middle East and North Africa**.
2. Making disciples of Jesus in areas suffering from prolonged armed violent conflict in **DR Congo and South Sudan**.
3. Mobilising indigenous Christians across **the Chaco region of northern Argentina**, discipling and developing a new generation of missional leaders.
4. Discipling followers of Jesus in minority Christian contexts in **South Asia**.
5. Training and support for Christians in **Britain** to engage in mission effectively in their local communities.
6. Catalysing pioneering mission across **Latin America**.
7. Joining in with what God is doing in minority Christian contexts in **Africa**.
8. Supporting the development of a new generation of Christian leaders in the **Middle East and North Africa**.
9. Sharing the good news of Jesus with unreached people in **South-east Asia**.

The establishment of these hubs and the embedding of a new strategy and organisational culture are well under way. As a result, and after six years in post, Alastair Bateman feels it is the right time for him to step down as CEO in the summer of 2025. We are therefore looking for a mission-hearted leader of integrity with a strong strategic ability and experience, deep theological understanding, and mature Christian faith, to continue the transformation begun by Alastair and to build on our new 'hub' approach to mission, supported by a strong senior leadership team and working closely with a committed board of trustees.

Our culture

At CMS we work hard to ensure that every member of staff is valued, supported and encouraged to continually learn and develop their skills. We rely upon God's presence, wisdom and grace, and therefore prayer is central to everything we do.

Our vision

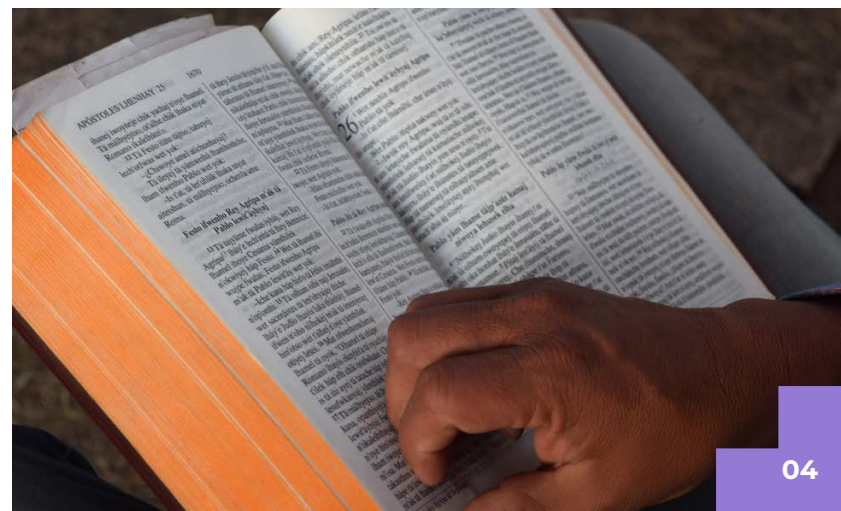
We long to see our world made new by the love of God as we follow Jesus to the edges.

Our purpose

We exist to make disciples of Jesus at the edges.

Our core values

Pioneering. Relational. Faithful. Evangelistic.





Your role

In a rapidly changing and complex context for global mission, we are looking for a new CEO who will show theological depth, mature spiritual leadership, energy and vision, and strong interpersonal skills in leading CMS through the next stage of its strategic development and implementing the agreed plan to 2027. Embedding organisational change, building financial sustainability and promoting the CMS approach to mission to new generations of supporters will be key priorities. With an income of £8m, you will be supported by six direct reports - People and Learning Director (Deputy CEO); Mission Team Director; Finance and Corporate Services Director; Post Christian Hub Director; Fundraising and Communications Director; Personal Assistant to the CEO – and a committed staff team in the UK and internationally of around 160 people.

More specific priorities for the new CEO will be:

- ▶ **Relationships:** in particular, to engage all internal CMS stakeholders (ie senior leadership team, staff, People in Mission, hub leaders, trustees) in the new strategic direction.
- ▶ **Community:** to inspire and motivate external audiences, including new and existing supporters and strategic partners, and thus to strengthen the hubs-based approach to mission.
- ▶ **Sustainability:** to support fundraising and communications efforts, helping to attract new supporters and developing a sustainable funding model.
- ▶ **Advocacy:** to be the primary external face of CMS, promoting our mission to different constituencies, both nationally and internationally.
- ▶ **Spiritual leadership:** to embody our values and lead the organisation with humility, grace and prayerfulness.

This position is open to both ordained and lay candidates.





Your relationships

- ▶ Chair of trustees and the wider Board
- ▶ Senior leadership team, especially the deputy CEO
- ▶ People in Mission and CMS staff
- ▶ The wider CMS community
- ▶ Leaders of the CMS mission network (notably CMS-Africa and AsiaCMS)
- ▶ Leaders of other mission agencies, Anglican or otherwise, especially those in the Church of England's mission agency network, Partnership for World Mission
- ▶ Senior church and network leaders in Britain and beyond





Your responsibilities

I. Visionary and Strategic Leadership

- ▶ Provide strategic direction and continued focus, oversight and planning to nurture the mission, identity and impact of CMS, and translating the 2025-2027 vision and plan into a series of well-resourced implementation initiatives.
- ▶ Provide inspiring direction for the senior leadership team while promoting and embedding a culture of openness and empowerment., learning, high engagement and inclusion.
- ▶ Work closely with the chair of trustees to ensure that the board has all the information it needs to oversee the strategic direction of the organisation and to achieve excellence in all matters of governance.
- ▶ Shape organisational strategy, taking people at all levels and backgrounds on a journey of change while maintaining strong employee engagement.
- ▶ Discern the future direction for CMS, analysing the risks and opportunities in different models of both mission and funding.
- ▶ Work with the directors of finance and corporate services and of fundraising and communications to ensure the long-term financial stability and sustainability of CMS, identifying and pursuing new sources of income where appropriate.

II. Representation

- ▶ Act as the public face of CMS, representing the organisation at major events, to key donors, to international partners and to churches as appropriate.
- ▶ Network effectively to influence local and global mission, especially with the Anglican Communion and other church communities as well as the global CMS mission network including CMS-Africa, AsiaCMS and other members of the global CMS family.
- ▶ Be an influencing ambassador and engage theologically and missiologically with relevant partners in order to communicate passionately and confidently about the future of mission in a variety of contexts with cultural sensitivity.

III. Spiritual Leadership

- ▶ Provide Christian spiritual leadership and oversight to CMS, both staff, People in Mission and the wider CMS community, promoting a Christ-centred culture across the organisation.
- ▶ Inspire the organisation and the wider CMS community and international network, leading Christian reflections for small and large audiences.
- ▶ Commit to personal spiritual development, based on a solid understanding of Scripture, and to regular prayer.

Further responsibilities of the role are outlined in Appendix 1.



Your background, skills, Understanding and disposition

Experience

- ▶ Extensive senior leadership experience, including enhancing organisational effectiveness, and building and implementing strategy in an organisation of comparable complexity.
- ▶ Experience of working and building relationships in a cross-cultural context and ideally of cross-cultural living.
- ▶ Experience in change management.

Skills and abilities

- ▶ A strategic and innovative thinker who can reason analytically and clearly, challenging current thinking with persuasiveness and tact.
- ▶ A clear and effective communicator inspiring vision, faith and hope in others.
- ▶ A confident networker with strong influencing abilities, highly skilled at working with Christians and others of different traditions, cultures and backgrounds.
- ▶ Ability to nourish and grow a community.



Knowledge and understanding

- ▶ Deep understanding of trends and issues in global mission, including the western post-Christendom context and how to engage in it.
- ▶ Theological depth, ideally in the field of missiology.
- ▶ Excellent understanding of safeguarding principles and how to share and encourage best practice with international partners.
- ▶ Ideally awareness and understanding of the Church of England and the wider Anglican Communion.
- ▶ A good understanding of the charity sector and charity governance.

Disposition

- ▶ A spiritually mature committed and practising Christian passionate about mission.
- ▶ Able to demonstrate humble self-confidence, excellent listening and capacity to relate to people at all levels.
- ▶ Emotional intelligence and a high level of self-awareness including impact on others in different settings/cultures.
- ▶ Resilient under pressure.

Other

- ▶ Willingness to travel domestically and internationally.
- ▶ Committed to the aim and values of CMS.
- ▶ Able to subscribe to CMS Ethos Statement (Appendix 3).
- ▶ Candidates for all UK roles must already be eligible to work in the UK, with a valid visa and work permit if required.



Terms and conditions

The salary will be circa £80,000 per annum plus a matched pension contribution of up to 10% of salary. Hybrid working up to 60% of the time is typically permitted though more time than two days per week is preferred. Annual leave is 28 days pro rata, of which up to 3.5 pro rata are to be taken between Christmas and New Year, plus statutory bank holidays.

For more details of terms and conditions please see Appendix 2.

How to apply

Church Mission Society is being supported by Macaulay Search.

Applications should be sent by email to Sam Stephens at sam.stephens@macaulaysearch.com

The closing date for applications is 9th May 2025.

Your application should include:

- ▶ a CV including a full employment history showing responsibilities held and relevant achievements and a mobile number.
- ▶ a cover letter describing what attracts you to serve as CEO of Church Mission Society and the career and personal experiences that prepare you for the role.

For an informal and confidential discussion about the role, please contact Sam Stephens at the email address above.

We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, sexual orientation, age, veteran status or other category protected by law.*

*Nonetheless, it is a requirement for this post holder to be a committed and practising Christian in sympathy with CMS's values and aims and to uphold its Ethos Statement.

Process

A selection of candidates will be invited to interview on Zoom/Teams on 4th June with the appointment panel chaired by Jeremy Moodey (CMS Chair of the Board). A smaller group of candidates will be invited to a second round in-person interview at Church Mission Society offices in Oxford planned for 18th June. The appointment is made by the full board of trustees on the advice of the appointment panel. You can expect to hear from Macaulay Search by 29th May if you have been invited for interview.



Appendix 1 Further responsibilities, values and behaviours

Further responsibilities

- Carry out any additional duties commensurate with the role as required by the Chair of Trustees.
- Overall safeguarding responsibility and the key decision maker in critical safeguarding situations.
- Ensure the safety and security, and respect the rights, of all staff, partners and supporters:
 - Understand and follow CMS safeguarding policies.
 - Understand and follow security procedures for all public materials and content, to keep mission personnel and strategic partners safe. Ensure the confidentiality of supporters and that all data relating to them is maintained and processed in compliance with the General Data Protection Regulation (GDPR) and Privacy and Electronic Communications Regulations (PECR).
- Carry out any additional duties commensurate with the role as required by your line manager.

Values and behaviours

All CMS line managerial roles are expected to manage and lead in accord with CMS's values and behaviours. In doing this, a CMS manager should display managerial competencies and approaches which support these values and behaviours as well as the building of a culture which sustains the success of the new CMS organisational strategy. In particular, CMS gives priority to:

- Developing a learning culture
- Developing a safe culture (which embeds safeguarding in all we do)
- GDPR compliance
- Cross-team working
- Diversity and inclusion
- Embedding mission spirituality across CMS
- Empowerment and coaching
- Creativity and innovation

Appendix 2 Terms and conditions

Conditions, including but not limited to the below:

- 1. References and probationary period:** The appointment is subject to satisfactory references, safeguarding checks and a probationary period of six months.
- 2. Salary:** The post is within Grade CEO of the CMS salary scales; Circa £80,000 per annum (Full-Time Equivalent). Salaries are reviewed annually at the beginning of February.
- 3. Expenses:** Expenses incurred in connection with work in accordance with established regulations will be paid.
- 4. Pension:** There is a group personal pension scheme applicable to your employment and you are entitled to participate in this scheme subject to the rules of the scheme. You will be automatically enrolled into the scheme, however there is an opt-out option. CMS contribution is up to 10 per cent of the pensionable salary, depending on employee contribution. The life insurance scheme provides a death in service benefit of four times the basic pay.
- 5. Work base:** This is an office-based post and this will be your centre for the purpose of claiming travelling expenses if appropriate. Under the CMS hybrid working policy, you may work from home for up to sixty percent of your contracted time per week but we reserve the right to require you to work full-time in the office if necessary.
- 6. Holiday entitlement:** Annual leave is 28 days pro rata, of which up to 3.5 pro rata are to be taken between Christmas and New Year, plus statutory bank holidays.
- 7. Notice:** Six months' written notice on either side is required for the termination of the appointment after the probationary period.

Those eligible for pension rights under the Clergy Pensions Measures administered by the Church of England Pensions Board may continue to qualify for those rights.

Appendix 3 CMS ethos statement

The Church Mission Society (CMS) is a community of people in mission, working in Africa, Asia, Europe and the Middle East, and Latin America. We are an international voluntary community united in obedience to the call of God to proclaim the Gospel in all lands and to draw all peoples into fellowship with the Lord Jesus Christ.

As a community CMS:

- ▶ seeks to express four key values: pioneering, evangelistic, relational, faithful.
- ▶ engages in evangelistic mission through the exchange of people, ideas and resources; in project funding and training, with a particular commitment to work in places where the name of Jesus is rarely heard.
- ▶ works in five key contexts: on the margins; in cities; among peoples of many faiths; against a background of materialism and secularism; amongst and with women in marginalized situations, young people and children.
- ▶ works in partnership with churches and Christian communities. With them we are engaged in evangelism, leadership and theological training, church planting, social transformation, health care and education, so that people may hear the Gospel and respond in faith and discipleship, changing individuals and whole communities.

- ▶ affirms the Christian faith as uniquely revealed in the Bible and expressed in the Church's historic creeds. We believe in the sovereignty and grace of God the Holy Trinity – in the initial and ongoing power and love of the Father in and through creation; in the incarnation life, death and resurrection of the Lord Jesus Christ as the unique ground for our salvation and sanctification; and in the Holy Spirit who gives life to all creation and is given to individuals and the Church for an on-going ministry of comfort and challenge.
- ▶ affirms the teaching of Scripture as the normative ethical framework and guideline in human relationships, upholding faithfulness in marriage between a man and a woman in lifelong union, and abstinence for those not called to such marriage.

As individuals within CMS we are personally committed to:

- ▶ live and work in ways that express our mission spirituality, including regular prayer and bible reading and active concern for the renewal of the church in mission.
- ▶ commit ourselves to a generous, responsible and thoughtful lifestyle, seeking ways to be involved prophetically in our communities and ready to move as the Spirit prompts.



**CHURCH
MISSION
SOCIETY**

Macaulay
search.

Church Mission Society
Watlington Road
Oxford
OX4 6BZ

T: +44 (0)1865 787400
E: info@churchmissionsociety.org
W: churchmissionsociety.org

Registered Charity Number 1131655 (England and Wales)
and SC047163 (Scotland)

With Jesus
With each other
To the edges