Bishops’ Director of Ordinands

Job Description

The Diocese of Lichfield is seeking to recruit a Director of Ordinands to work with others to encourage, discern, nurture and support vocations across the Diocese. The BDO will be part of a team committed to growing the vocations of all God’s people. The BDO will take a lead on discernment work with candidates for ordination and curate placement. They will also be expected to be proactive in identifying, supporting and developing potential candidates for ordination. The position is full time and has the benefit of working alongside another BDO focussing on strategies, training and promotion of vocation and the provision of high-level administrative support. The BDO will travel around the Diocese as required, and work some evenings and weekends.

To report to: The Diocesan Bishop: The BDO will have regular contact with the Diocesan Bishop, be directed by him and advise as necessary

Line managed by: DVE Strategy Enabler;

Department: Vocations Team, Department of Discipleship, Vocation and Evangelism

JOB DESCRIPTION;

1. Working with candidates for ordained ministry
   • Oversee the discernment of vocations to ordained ministry by meeting with prospective ordinands and preparing them for BAPs, training and the ministry to follow.

   • Ensure that all those exploring their sense of vocation to ordained ministry are nurtured and adequately prepared for selection processes, both diocesan and national

   • Meet with individual candidates and advise the Bishop about their suitability for sponsorship to a Bishop’s Advisory Panel

   • Employ a range of methods to discern and rigorously explore candidate’s suitability for ministry and to make and communicate difficult judgements where necessary.

   • Skilfully hold difficult conversations and to aim to do these well.
• Prepare sponsoring papers and all the accompanying paperwork for sponsoring candidates for a BAP.

• Prepare paperwork for Candidates Panel when ordinands are seeking a change of ministry category during IME Phase I.

2. Working with Ordinands

• To work with ordinands on determining a training pathway and to be the Diocesan link with ordinands in training

• To train, support and work with the Bishop’s Panellists who arbitrate decisions on training pathways.

• Work with the Area Bishops and others in placing ordinands in their title post. This will include identifying suitable training incumbents, interviewing training incumbents alongside other team members and interviewing curates coming into the Diocese.

3. Developing Vocations

• Working collaboratively with the Vocations team and especially with the other BDO who focuses on strategy.

• Develop strategies for encouraging and nurturing vocations with under-represented groups, particularly with the BAME community.

• Participate in the effort to increase the number of vocations to ordained ministry and developing new patterns of ministry

• Work with the Director of Vocations and others to promote a vocational culture across the whole people of God. The BDO will have a particular focus on ordained ministry.

• Be creative with resources and methods for encouraging vocation, going beyond written word.

• In consultation with the Director of Vocations preach and speak about vocation across the Diocese

• Invest in being part of the Vocations and Training team, attending regular meetings and sharing ideas for developing the work of the team.
4. **Other Responsibilities**

- Be responsible for those not recommended for ordination, enabling them to discern their vocation and ensuring that they are well-supported pastorally.

- Other responsibilities relevant to the post and serving the work of vocations in the Diocese.

**PERSON SPECIFICATION**

We are looking for someone who is:

- Committed to Diocesan priorities of discipleship, vocation and evangelism.

- Wise in discernment and emotionally intelligent; able to work with candidates at a deep level.

- Able to inspire God’s people to fulfil their vocations: lay and ordained; individual and corporate, showing evidence of having done this in parish ministry.

- Able to work flexibly, with an imaginative and resilient vision for the Church.

- An Anglican priest with several years’ experience, able to hold the Bishop’s licence to undertake a preaching and sacramental ministry in the Diocese.

- Passionate about mission, theologically literate and able to communicate the faith in a lively manner.

- Able to show resilience in the face of demanding and sometimes isolated situations.

- Deeply committed to collaborative ministry; able to work within a team and to build teams.

- Able to relate to and value all traditions in the Church of England.

- Full Driving Licence.
Clergy housing will be provided in Salt, Stafford and we anticipate a start date in late summer/September.