



# VISION STATEMENT: TOGETHER WE ARE WORKING FOR A WORLD WHERE ALL CAN EXPERIENCE FAITH IN CHRIST AND THE ABUNDANT LIFE ONLY HE PROVIDES

## JOB DESCRIPTION

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| <b>JOB TITLE:</b>              | Head of Programme, Hope for the World  |
| <b>RESPONSIBLE TO:</b>         | Director for Mission   |
| <b>DEPARTMENT:</b>             | Department for World Mission   |
| <b>INTERNAL RELATIONSHIPS:</b> | Department for World Mission (DWM) Leadership Team, Hope for the World Programmatic Team, DWM, BMS Senior Leadership Team, Monitoring Evaluation & Learning Lead, Department for intercultural Learning & Collaboration (ILC), Executive Directors and all other BMS departments |
| <b>EXTERNAL RELATIONSHIPS:</b> | BMS Partners and Hubs, Thematic and geographic networks, UK Churches, BMS supporters   |
| <b>LOCATION/TRAVEL TO:</b>     | Global Role based in a Sub-Saharan country where BMS has Hope for the World programmatic work or wider network engagement (Uganda, Rwanda, Sierra Leone, Ethiopia, Malawi, Burundi, Kenya, Ghana, Chad) + <i>regular international travel including to the UK</i>                |
| <b>JOB TYPE/HOURS:</b>         | Full time, permanent   |
| <b>GRADE:</b>                  | 3  |

## JOB OVERVIEW

The Head of Programme for Hope for the World will enable BMS to play its part in bringing holistic transformation to some of the poorest and most vulnerable communities in the World, whilst also playing an active role in in the leadership of the Department for World Mission.

As the global mission landscape changes, BMS must continue to adapt to the needs of our partner organisations, and the hubs and networks we participate in. In line with our Global Engagement Strategy which describes how we will participate in mission, and our Catalytic Approach which defines what we seek to bring to our mission collaborations, the Head of Programme (HoP) for Hope for the World will provide strategic leadership to the Hope for the World programmatic team. The Hope for the World programme centres around Church and Community Mobilisation and community development, as well as some work in the areas of health and justice, as part of an integral expression of the Gospel.

The HoP will encourage the drive towards deeper levels of partner engagement, ensuring BMS is able to learn from the communities we seek to serve, and therefore enable us to pivot to changing missional needs, and re-direct and prioritise BMS resources towards greater mission impact within agreed areas of work. The HoP will support the move towards greater levels of partner sustainability within deepening reciprocal relationships.

With colleagues, the HoP for Hope for the World will lead on developing a collaborative culture that enables team members to live out the BMS values of; walking humbly, bringing our best, and embracing change. As a senior leader within BMS, they will contribute significantly to BMS' journey of transformation towards becoming a more genuinely global organisation, in culture and operation.

The HoP will oversee a small team of Team Leads and Coordinators, who bring specialist knowledge within the areas of Church and Community Mobilisation and Community Development. They will manage a significant budget, and be required to make difficult decisions relating to resource allocation, with colleagues within the DWM Leadership Team, of which they are a member. They will also contribute significantly to BMS' Senior Leadership Team.

BMS is convinced that the future of world evangelisation depends upon well-equipped intercultural mission workers to, within and from the Majority World, and that BMS can contribute through working globally and collaboratively, through capacity strengthening and sharing in intercultural mission.

All of the HoP roles are responsible for ensuring their programmes are working towards the objectives that have been mutually agreed, regularly reporting back into BMS wider strategy, demonstrated through agreed key performance indicators.

## ROLE AND RESPONSIBILITIES

### STRATEGY

- Strategic oversight and coordination of the diverse areas of work within the Hope for the World programme, including in the areas of Church and Community Mobilisation (CCM), health, justice and community development
- With Team Leads and in conjunction with colleagues across DWM, People and Culture (P&C), Intercultural Learning and Collaboration (ILC) and partners/networks determine recruitment requirements including Mission Workers/International Mission Workers and Supported Partners Workers (as appropriate)
- Lead the programmatic team to develop strategic and sustainable partnerships that drive towards fruitful mission impact, in accordance with BMS policy and best practice, building partner capacity as determined in conjunction with partners, hubs and networks and BMS colleagues
- Report into the wider BMS strategy monitoring and evaluation (M&E) frameworks (Kaplan and Norton) and ensure suitable progress is being made towards agreed targets
- Contribute as a member of BMS' Senior Leadership Team
- Ensure consistent and high quality management of partnerships and personnel seconded to partners
- Participate at a senior level within relevant thematic networks ensuring BMS makes a valuable contribution in the various mission eco-systems in which we participate
- Lead BMS representation in developing, supporting, and creating networks which support specific programmatic priorities and wider strategic work
- Stay abreast of developments within the area of mission responsibility and ensure BMS learns and develops capacity as a result of our partnerships and participation in networks and hubs
- Take responsibility for BMS becoming a thought leader and exemplar of mission practice within your area of work covered by the Hope for the World programme
- Play an active role in the leadership of the Department for World Mission, alongside three other Heads of Programme, the Director for Mission and the Global Team Lead Administrator.

## **LEADERSHIP AND MANAGEMENT**

- Direct line management of the Church and Community Team Lead (1.0 Full Time Equivalent) and the Development Lead (0.5 FTE). Oversight of other Hope for the World team members (UK and globally based roles) and the work of mission workers within Hope for the World mission contexts
- Work and line manage in accordance with BMS values, policies and procedures

## **MANAGING FINANCES**

- Prepare and manage a significant budget for the Hope for the World programme, in collaboration with the DWM Leadership Team and in line with the BMS estimates (budgeting) process
- Allocate resources appropriately across the priority areas of specific work within the Hope for the World programme, ensuring BMS resources are targeted in a way that is likely to see the greatest level of mission impact within agreed partnerships and inline with BMS vision, mission and strategic priorities
- Ensure that all due diligence and financial procedures are followed in accordance with BMS policies and procedures within the Hope for the World programme.

## **CRISIS MANAGEMENT**

- As appropriate and possible (given the location of this role) participate in BMS' Crisis Management Team.
- Ensure that you and your team follow security, sensitivity and crisis management protocols.

## **OTHER DUTIES**

- As a senior leader within BMS, to contribute significantly to BMS' journey of transformation towards becoming a more genuinely global organisation, in culture and operation.
- Participate in the development of organisational culture through prayer, staff away days, organisational events, training, and consideration for those we serve internationally as well as our UK supporter base
- Such other duties as the Director for Mission (line manager) may from time to time consider necessary and suitable
- Specific learning and development opportunities that support organisational development
- Specific learning and development as agreed with your line manager related to your role.

# PERSON SPECIFICATION

## **Essential**

- Diverse international experience in Church and Community Mobilisation / international community development and integral mission
- Significant experience of leading and managing diverse and dispersed teams within a faith-based community development &/or mission organisation
- High-level network participation – the ability to relate at senior levels in diverse inter-cultural contexts in a range of subject areas including CCM, community development, health, leadership, strategy development and implementation
- Self-motivated and able to balance a wide range of responsibilities, often with competing demands on time and resources
- Comfortable with significant levels of complexity and ambiguity within challenging programmatic contexts, coupled with the ability to bring greater levels of clarity and focus to the work
- Ability to engage with challenging (wicked) problems, and collaborate towards appropriate responses (where there will not always be one clear answer)
- Ability to support the development and empowerment of members of the Hope for the World team, and members of the Department for World Mission more widely
- Senior strategic leadership in diverse multi-disciplinary teams
- High level interpersonal and communication skills
- Analytical skills leading to good judgments
- Educated to degree level with a qualification(s) in a related field of study such as; community / international development, theology/integral mission, strategic leadership development etc.
- Fluent in English (spoken and written)
- Relevant post-graduate qualification an advantage
- Proficiency in Microsoft365 applications (Teams, Outlook, Word and advanced Excel).

## **Preferred**

- Qualifications in a related field of study such as; community / international development, theology/integral mission, strategic leadership development etc.
- Previous experience in a faith-based charity
- Experience of coaching / mentoring
- International experience
- Fluent in at least one other language relevant to the context of work (Uganda, Rwanda, Sierra Leone, Ethiopia, Malawi).

## **PERSONAL QUALITIES**

### **Essential**

- Mature, faithful, professional approach to the task
- Highest integrity and standard of excellence
- Servant leader
- Team player – playing different roles in different team contexts
- Relational and collaborative
- Commitment to confidentiality and sensitivity
- Self-aware, resilient and comfortable with vulnerability
- Creative, adaptable, and the ability to make good judgments in contexts of risk and uncertainty
- Committed to staying up to date with latest developments in thinking and practice within the areas of CCM, community development and integral mission
- Inspired by Jesus to bring justice, compassion and Kingdom transformation
- Personal values *in full support of BMS' mission, vision and values*

### **SPECIFIC OCCUPATIONAL REQUIREMENTS**

The job-holder must be a committed Christian, fully in sympathy with the BMS vision statement.

### **SAFEGUARDING:**

A *enhanced* /*enhanced for child/adult regulated activity* DBS check is required

### **REVIEWED BY DIRECTOR / LINE MANAGER:**

**Date: 10 December 2024**