

Job Opportunity

Post: Mission Director (CEO)

Introduction

CMSI is seeking to appoint a full-time **mission director** who will continue to lead the organisation with wisdom and discernment. CMSI's aspiration is to see the restoration of 'Right Relations' between God and humanity so that our churches, communities and people are in harmony with God, with each other and with the environment. The role of mission director provides an exciting opportunity for a committed, motivated and resourceful individual to play a key role in guiding this ministry working across the breadth of the Church, both locally and globally.

The person appointed will be a highly effective leader and communicator, with experience of global mission and an understanding that mutual flourishing happens when mission is practiced in genuine partnership. CMS Ireland facilitates transformational relationships between the Church of Ireland and the wider global church. Our aspiration is for these relationships to be locally led and genuinely reciprocal, equipping church leaders for their work in mission.

Reporting directly to the chairman of the board of trustees, the mission director will lead an enthusiastic and talented team of people. This post will be based out of Belfast. (*The successful candidate may reside in the Republic of Ireland but will fall under UK tax provision*). The job description for this post outlines the key tasks and responsibilities of the role and the terms and conditions related to the appointment.

Application Process

The recruitment process will include the submission of a completed application form and subsequent interviews and presentation.

CMS Ireland reserves the right to request that the successful applicant obtains a medical.

CMS Ireland is only able to offer employment to candidates who have the legal right to work in the UK.

The successful applicant will undergo an Enhanced Access NI or Garda Síochána check.

The application form should be submitted via email or hard copy to **Gillian Maganda** (Personnel Manager) by **12 noon on Friday 21st November 2025**

E: personnel@cmsireland.org
T: 00 44 28 90775020

CMS Ireland
Sir Thomas & Lady Dixon Park
245a Upper Malone Road
Belfast
BT17 9LA

Short listing will take place soon after the closing date, with interviews due to take place during the week commencing: **8th December 2025**

Person Specification

Mission Director

Attributes	Criteria	Essential/ Desirable
Education/ Qualifications	1. Third level qualification or relevant skills and experience.	Essential
	2. A qualification and/or training in a relevant field (Theology of Mission, Management, International Development)	Desirable
Knowledge	3. Have a good understanding of the Church of Ireland and the wider church in Ireland.	Essential
	4. A good understanding of holistic or integral mission in the global context.	Essential
	5. Be conversant with the values, ethos and work of CMS Ireland.	Desirable
	6. An understanding of the Anglican Communion worldwide.	Desirable
	7. An understanding of current HR practice.	Desirable
Experience	8. At least three years' experience of providing organisational leadership and management.	Essential
	9. Experience of team working and management of employees, to enable the delivery of strategic goals.	Essential
	10. Have experience of teaching and preaching in a variety of contexts.	Essential
	11. Have experience of facilitating groups.	Essential
	12. Experience of working or volunteering with the world church.	Desirable
	13. An understanding of organisational finance and budgetary control.	Desirable
Skills	14. Experience of working in the charitable sector.	Desirable
	15. Have excellent leadership skills.	Essential
	16. Possess excellent written and verbal communication and presentation skills.	Essential
	17. Excellent interpersonal skills – with an ability to relate well with others in a variety of contexts/cultures.	Essential
	18. The ability to think and plan strategically.	Essential
	19. Excellent administrative competence including a good level of computer literacy and working knowledge of Microsoft Office 365.	Essential
	20. Able to work on own initiative and manage a demanding workload.	Essential
	21. Possess mediation and/or conflict resolution skills.	Desirable
Personal Qualities	22. The ability to provide written, video and other visual content for CMSI's social media platforms.	Desirable
	23. Be a committed Christian* with a passion for mission with the church in Ireland and throughout the world. <i>*There is a Genuine Occupational Requirement for this post to be filled by a committed Christian. This is a lawful GOR under Schedule 9 of the Equality Act 2010.</i>	Essential
	24. A person of integrity and vision.	Essential
	25. Sensitive to differences in culture and expressions of faith.	Essential
	26. Flexibility – prepared to work flexible hours, including evenings and weekends.	Essential
	27. Willingness to travel throughout the island of Ireland and internationally. A full driving licence with access to a car will be needed for the role.	Essential

Job Description

Post: Mission Director (CEO)

Responsible to: The Chair of the Trustees

Introduction

God's mission mandate calls us to play our part; to restore, to redeem and to transform. Our vision is to see God's mission come to fruition. We hope that all God's people will claim this mission for themselves and practice it wherever they are placed. We make connections between different parts of God's global family, and we equip churches and individuals as they work together to share God's transforming love.

The staff team, alongside our volunteers, is involved in a range of activities across the following areas:

- Facilitating and nurturing partnership links between churches in Ireland and our global partners.
- Supporting people in mission in local contexts.
- Sending and receiving individuals on mission placements that support the local church.
- Inspiring and equipping individuals and churches in Ireland to engage more deeply in mission.
- Providing support for the work of our global partners – through prayer, personnel, friendship and finance.

Purpose of the job

The mission director leads the staff team and oversees all aspects of the society's work. They are responsible for delivery of CMSI's strategic plans, as directed by the board of trustees. They ensure CMSI is compliant with relevant legislation and codes of conduct pertaining to charities in Ireland and the UK with a vision for ensuring best practice in international development and visit facilitation.

Main Responsibilities

- Provide executive leadership of CMSI.
- Ensure that CMSI is effective in encouraging and facilitating the Church in Ireland as it engages in mission.
- Manage the CMSI staff team, carry out regular staff appraisals and ensure that staff members are effective in their roles.
- Ensure the provision of pastoral and emotional care for all staff, mission personnel and volunteers.
- Providing written, video and other visual content for CMSI's social media platforms to the communication department.
- Liaise with CMSI's board of trustees and statutory bodies on issues of organisational governance.
- Represent CMSI locally and globally, communicating appropriately and effectively with church and civic leaders.
- Speak and preach on behalf of CMSI when and where required.
- Ensure effective financial planning and the management of CMSI's financial resources.
- Report to and liaise with the CMSI board of trustees and its committees, working with the chair of the board to plan board meetings and the AGM.
- Network with the CMS global family and other mission agencies, in Ireland and internationally.
- Ensure that CMSI engages effectively with the wider church in Ireland and with funding agencies.

Terms and Conditions

- **Place of Work:** Belfast Office
- **Hours of Work:** 37.5 hours a week
 - This is a full-time post, with flexible working hours, including evenings and weekends as required. Time off in lieu (TOIL) may be taken as appropriate. TOIL arrangements are clearly laid out in the Staff Handbook.
 - A degree of hybrid working may be possible in negotiation with your line manager (chair of trustees).
- **Salary:** the salary for this role is on a scale between **£45,333 and £48,140**. The starting salary will normally be at the start of the scale. However, we may offer a higher starting salary to candidates who can demonstrate exceptional skills, experience, and qualifications.
- **Duration:** the post is a permanent post, subject to a **twelve-month** probationary period.
- **Pension:** a non-contributory pension scheme is in operation. The employer contribution is currently 8%.
- **Other Benefits:** a life assurance scheme is in place for all CMSI staff.
- **Expenses:** travel and other expenses incurred in carrying out the duties of the post will be paid at the rates laid down.
- **Annual Leave:** the leave year runs from 1st November to 31st October and the annual leave entitlement for the post-holder is **26** plus **9** statutory days. *(23 days + 3 additional days during Christmas week).*

Please note: The person appointed to the role, will be police checked through Access NI or the Garda Síochána National Vetting Bureau.

[Access NI Privacy Policy](#) (*external site*); [Information on Garda Vetting](#) (*external site*)

Introducing CMS Ireland

Who we are

CMSI (Church Mission Society Ireland) is a Christian mission organisation that exists to help God's people engage in God's mission. We make connections between different parts of God's global family, and we equip churches and individuals as they work together to share God's transforming love.

CMSI is part of the global CMS family, which was established in 1799 with a threefold focus:

- the abolition of the slave trade
- social reform at home
- world evangelisation

CMSI's own story started in 1814, with the formation of the Hibernian Church Missionary Society. Since then, we've worked with the Church - in Ireland and across the world - as it responds to both spiritual and physical needs.

Our history, identity and most of our work is associated with the Anglican Communion, but we work across denominations to equip the Church in mission.

How we work

CMSI's work is shaped by our commitment to a number of **guiding principles...**

- **Relationships:** valuing people and prioritising personal connections in all that we do. Recognising the value of face-to-face encounters.
- **Partnership within God's global family:** striving for two-way exchange - giving and receiving; promoting interconnectedness and interdependence.
- **Respecting and responding to our global partners:** prioritising those things that matter most to our partners. Recognising our partners' expertise and authority. Listening to one another and sharing ideas together.
- **Long-term faithfulness to our global partners:** standing with our partners in hard places, through difficult times. Sharing their joys and sorrows. Journeying together.
- **Serving the whole Church as it engages in mission:** inspiring, equipping and facilitating God's people, as the body of Christ, to fulfil their mission calling; working across Ireland and with our global partners.
- **Working with the local church, wherever that may be:** championing local expressions of mission; encouraging churches in Ireland and our global partners to help one another live out God's transforming love in their own communities.
- **A holistic approach to mission:** embracing biblical principles and following Christ's example in bringing life in all its fullness. Promoting and practicing mission that is integral in nature: both spiritual and physical; both evangelism and social justice; both proclamation and demonstration.

Our Strategic Priorities

CMSI is currently part-way through a five-year strategic plan under the title: **connect, equip, transform**. The various aims and objectives that make up this plan support the following five priority areas:

Priority 1 Communicate effectively CMSI's central tenet of God's transforming love and inspire others to share in this vision of mission.

Priority 2 Support the Church ministering in challenging contexts.

Priority 3 Grow a more diversified and enriching CMSI family.

Priority 4 Engage more deeply and widely with churches across our island.

Priority 5 Secure a sustainable future by adapting operations and structures.

Our Global Partners

CMSI currently works in relationship with 22 **global partners** in 11 places. These are dioceses, churches and Christian organisations that are engaged in holistic mission within their own context.

Our relationships with these global partners provide the context for all of work, whether it's sending teams, organising mission placements for individuals, facilitating visits to Ireland from the global church, sharing stories of God at work or producing resources to help inspire and equip churches.

Area	Global Partner
Alexandria (a Province of the Anglican Church that was formerly known as 'The Diocese of Egypt, with North Africa and the Horn of Africa')	Province of Alexandria
Burundi	Diocese of Matana
	Diocese of Gitega
Democratic Republic of Congo	Diocese of North Kivu
	Diocese of Kindu
	Diocese of Bukavu (with Goma)
Ireland	All Nations Ministries (based in Belfast)
Kenya	Diocese of Kajiado (<i>friendship</i>)
	Tujisaidie Self-Help Group, Nairobi
Nepal	Human Development & Community Services (HDCS)
	Sundar Dhoka Church
Rwanda	Diocese of Shyogwe
	Diocese of Kibungo
South Sudan	Diocese of Ibba
	Diocese of Maridi
	Diocese of Olo
	Diocese of Yei
	Diocese of Ezo
Tanzania	Diocese of Kondo
Uganda	Diocese of Luweero (<i>friendship</i>)
	Diocese of Madi-West Nile
Zambia	Diocese of Northern Zambia (<i>friendship</i>)

CMSI Statement of Faith

What we believe...

..about God

- We believe that God is the creator of the universe, of our world and of humankind – whom he made in his image
- We believe that the Bible reveals God as triune: the Father, the Son and the Holy Spirit
- We believe that we are loved unconditionally by our Father God, who adopts us into his family and invites us to participate in his work of mission
- We believe that Jesus – the word made flesh – is the Messiah, promised to God’s people throughout scripture. Through his death on the cross, Jesus took upon himself the sin of the world, bearing the full penalty for sin. By faith in Christ and by his grace, our relationship with God is restored and we find salvation
- We believe that through his life, death and resurrection, Jesus reveals God’s transforming love and power and shows us how to live within the Kingdom of God
- We believe that the same Holy Spirit who empowered Jesus’ ministry is at work today, empowering and equipping God’s people

..about the Bible

- We believe and submit to the Bible as the inspired and authoritative word of God
- We believe that the Bible reveals God’s character, his purposes and his heart for justice, redemption and for the restoration and renewal of humanity and all of creation

..about the Church

- We believe that Christians, God’s people, have been adopted into a global family that is the worldwide church. Christ is the head of this Church
- We believe that the Church has been called to love God and to love others. Worship, mission and discipleship are the inseparable priorities of the Church

..about Mission

- We believe that mission is the shared responsibility of the whole church – every disciple, every community of faith
- We believe that God’s mission is concerned with making disciples, with proclaiming and extending the Kingdom of God, with sharing God’s transforming love and grace with the world
- We believe that God’s mission, as revealed in the Bible, is holistic in nature – concerned with both proclamation *and* demonstration, both spiritual *and* physical

As an organisation whose roots and identity are strongly embedded in the Anglican Church, CMSI seeks to uphold and champion the **Five Marks of Mission** of the Anglican Communion:

- To proclaim the good news of the kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
- To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

In CMSI, our primary calling is to equip the church in mission: we work with churches in Ireland and with our global partners to help God’s people engage in God’s mission. We recognise and embrace the diversity that exists throughout God’s worldwide church, and we seek to walk in patient, respectful partnership with those who share our core beliefs, as outlined above.