

BMS Trustees Recruitment

BMS World Mission vision statement

*Together we are working for a world
where all can experience faith in Christ
and the abundant life only he provides*



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Dear potential candidate

We are delighted you are interested in serving as a trustee on BMS' Board of trustees. We are currently looking for:



2 trustees, including a safeguarding trustee.

To maintain the gender balance on our Board, we welcome female applicants for these roles.

How would we describe BMS?

BMS World Mission was founded in 1792 and we are proud of how we have adapted to the challenges facing each generation. We remain passionate about making Jesus known across the world and transforming the lives of those in the most marginalised and least evangelised societies on earth. Together, we're inspired by our heart to bring the gospel where it's not known, to bring practical hope to a troubled world and to bring help for the journeys of the displaced.

BMS has grown as a global community of mission personnel, partners and international workers in more than 30 countries across Africa, Asia, South America and Europe, supported by more than 1,500 churches around the UK. Through our supporters and alongside our trusted partners, we send Christians from around the world and equip local disciples in over 30 countries across four continents, responding to suffering and injustice with the promise of abundant life in Christ. You will find more information about BMS activities on our website, www.bmsworldmission.org

What is exciting about BMS at this time?

As a trustee, you will be joining BMS at a time of transformation. The phenomenal growth of the Church in the Majority World is arguably the most significant development in Christianity in the 21st century. While the Church in the West has struggled, in Africa, Asia and Latin America it thrives. This reality has presented unprecedented opportunities for the spread of the gospel, as mission becomes from everywhere to everywhere.

In response to these opportunities, BMS is embracing fresh ways of working. We recognise we need to act as catalysts to enable growth through polycentric mission. This will be made possible through networks, hubs and partnerships and will happen organically. Nevertheless, we recognize we need to intentionally integrate Majority Church insights and participation into our decision making, leadership and governance structures. This is why we seek to recruit some new trustees from the Majority World.

Together we are working for a world where all can experience faith in Christ and the abundant life only he provides. Would you like to join us as we seek to achieve this vision and transform BMS to become more polycentric?

Best wishes,
Marc Owen
Chair of the Board

Trustee role outline

The role of BMS trustees is to make sure BMS achieves its core purpose as effectively as it can.

The Board of trustees focusses on strategy, governance, performance and assurance rather than operational matters. It ensures that BMS has a clear strategy and that its strategy and work are in line with our vision, mission and values. It supports and challenges the Executive Director Team (EDT) to enable BMS to grow and thrive and have a positive impact wherever we work.

Board members have collective responsibility. This means trustees are individually responsible for the contribution they make to BMS, but they always act and make decisions as a group.

All our trustees must be committed Christians and fully in agreement with the BMS' vision, mission and values.

Commitment

Trustees are expected to attend all trustee meetings (currently five days a year). Trustees not attending more than three meetings in succession without good reason are expected to reconsider their position.

In addition to attendance at trustee meetings, trustees are expected to devote time to reading papers in preparation for board meetings, attend sub-committees or task groups and undertake relevant training where appropriate.

Term of office

Trustees are appointed for a 3-year term of office, with the opportunity to be re-elected for another 3-year term. Trustees can serve a maximum of three consecutive terms (i.e. 9 years in total).

This is a voluntary position, but reasonable expenses are reimbursed.

Safeguarding

An enhanced DBS check or equivalent is required before taking up the role of a trustee. All trustees receive safeguarding training, including refresher training.



Clean water project, Middle East

Key responsibilities

The key responsibilities of a BMS trustee as part of the Board of Trustees are as follows:

- 1. Organisational purpose**
 - Has a clear understanding of BMS' vision and purposes and ensures these are being delivered effectively and sustainably
 - Ensures BMS complies with its governing document and with relevant legal and professional regulations
- 2. Leadership**
 - Sets and agrees BMS' long-term strategy
 - Provides strategic leadership in line with BMS' vision, purposes and values
- 3. Integrity**
 - Acts with integrity and uses independent judgment
 - Acts in good faith to promote and protect BMS' interests, to the exclusion of their own personal and/or any third-party interests
- 4. Decision-making, risk and control**
 - Ensures decision-making processes are informed, rigorous, and timely and there is effective delegation, control and risk-assessment
 - Ensures the effective and efficient administration of BMS, including having appropriate policies, procedures and management systems in place
 - Safeguards BMS' resources including its people, finances, property and reputation and make sure we are using our resources well
- 5. Board effectiveness**
 - Works effectively as a team member, drawing on different skills, experience, backgrounds and knowledge to make informed decisions
 - Devotes sufficient time to be effective in their role as trustee
- 6. Equality, diversity and inclusion**
 - Supports equality, diversity and inclusion throughout BMS and in own practice
- 7. Openness and accountability**
 - Ensures BMS is transparent and accountable

Person specification

- Willingness and ability to accept their responsibilities and liabilities as trustees
- Willingness to lead according to BMS' values: walking humbly, bringing our best and embracing change
- Commitment to BMS' vision and mission
- Ability to think creatively and strategically and exercise good, independent judgement
- Effective communication skills and a willingness to participate actively in discussion, including sharing and challenging different perspectives
- Ability to work effectively as a member of a team
- Strong personal commitment to equity, diversity and inclusion
- Ability to demonstrate accountability and hold others to account
- Openness to continue to learn and develop in your role

In addition to the above skills and experience, we are looking for people willing to bring energy, enthusiasm and commitment to the role, and who will broaden the diversity of thinking on our Board.

Safeguarding Trustee role outline

The Charity Commission states that safeguarding is the responsibility of all trustees. The appointment of a Safeguarding Trustee does not reduce this responsibility of all trustees.

The Safeguarding Trustee role is a strategic, advisory and governance role and is distinct from the designated Safeguarding Lead who provides day-to-day strategic and operational leadership to ensure that BMS and its global partners have safe, robust policies, practices and procedures to protect those who come into contact with BMS in any way.

Time commitment

In addition to requirements of trustees, the safeguarding trustee would be expected to meet with the safeguarding lead every 4-6 weeks and in the event of an incident which requires urgent attention

Term of office

The Safeguarding Trustee is appointed in the same way as all trustees. Trustees are appointed for a 3-year term of office, at the end of which they are eligible to be reappointed as Safeguarding Trustee for a maximum of 3 consecutive terms.

Safeguarding

An enhanced DBS check or equivalent is required prior to appointment to the role of trustee.

Key responsibilities

In addition to the duties of a BMS trustee the duties of the Safeguarding Trustee are as follows:

Strategic

- Consider BMS' strategic plans and make sure they reflect safeguarding legislation, regulations specific to your activities, statutory guidance, and the safeguarding expectations of the Charities Commission
- Liaise with the designated safeguarding lead regularly to review whether the things BMS has put in place are creating a safer culture and keeping people safe!
- Ensure BMS' risk register reflects safeguarding risks properly and plans sensible measures to take
- Make sure there is space on the agenda for safeguarding reports and help trustees understand and challenge those reports

Effective policy and practice

- Ensures there is an annual review of safeguarding policies, procedures and practice and that this is reported to trustees
- Ensures clarity of roles and responsibilities for safeguarding, including delegation of authority and decision-making

- Understands the monitoring BMS does to see whether policies and procedures are effective
- Calls for audits of qualitative and quantitative data (either internal or external) when needed
- Ensures safeguarding allegations against staff or volunteers are handled appropriately, together with the designated safeguarding lead
- Be a point of contact if someone wishes to complain about a lack of action in relation to safeguarding concerns

Creating the right culture

- Keep knowledge and skills up-to-date by attending relevant safeguarding training events and conferences
- Support BMS trustees in developing their individual and collective understanding of safeguarding
- Work with the designated safeguarding lead to manage all serious safeguarding cases

Person specification

The following skills and experience are *in addition* to those essential for all trustees:

- In-depth knowledge of the Charity Commission's safeguarding guidelines and related legislation
- Demonstrable experience of working in safeguarding in an international context
- Willingness to keep safeguarding knowledge and skills up-to-date
- Effective communication skills

Desirable

- Qualifications in relevant subjects such as social work, public health nursing, teaching



Women watching village evangelism, India

Application and interview process

The closing date for applications is **Thursday 8 January 2026 (17.00 UK time)**.

Your application should include:

- Your cover letter outlining your motivation for becoming a trustee and how your skills and experience meet the criteria for the role as outlined in the role description and person specification. It should be in pdf format and no more than two pages.
- Your CV showing relevant skills and experience

To apply please visit www.bmsworldmission.org

The Nominations Committee of BMS' Board of Trustees will lead the interview process.

Interviews will be held on **Wednesday 4 February 2026**. All interviews will be held online.

Please do not hesitate to get in touch with Heather Drury hdrury@bmsworldmission.org



Harvesting watermelons, Uganda

Thank you for your interest in the work of BMS

PO Box 49, 129 Broadway,
Didcot, Oxfordshire, OX11 8XA
Tel: 01235 517700
mail@bmsworldmission.org
bmsworldmission.org

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