



The Mission to Seafarers



Appointment Brief

**Chaplain / Chaplaincy Worker
Port of Milford Haven**

April 2025

About The Mission to Seafarers

With a history dating back to 1836, The Mission to Seafarers (“MtS”) supports the men and women working at sea when they need us most through providing emergency assistance, practical support, and a friendly welcome in ports all over the world. Operating under the trusted sign of the “Flying Angel”, MtS touches the lives of seafarers in numerous ways, responding to their needs and connecting them with local communities, including providing:

- Advocacy, advice, and counselling
- Communication, transport, and centre hospitality
- Emergency response
- Hospital and prison visitation
- Ship visitation
- Spiritual support

There are an estimated 1.89m seafarers across the world operating on 74,000 ships. These men and women, of all nationalities, spend up to nine months at sea, far from families, friends and loved ones.

The Mission to Seafarers (“MtS”) has a presence at over 200 ports in 50 countries, operating day and night, 365 days a year. As a Christian-based organisation, our help is importantly offered regardless of nationality, rank, faith or no faith.

Our core work is face-to-face ship visiting which is undertaken by our chaplains, welfare officers, ship visitors, volunteers and centre managers. In more recent years, we have added a digital element to our work in response to the pandemic and the increased speed of ship turnaround times in ports.

In addition to our port-facing work, we have also expanded our portfolio of services to include Family Support Services in the Philippines and India, WeCare training courses in social communications, financial wellbeing and suicide awareness and MtS’s Happiness Index.



Our Values and Culture

MtS is a collaborative, collegiate and respectful organisation. We place great importance on our values which define and reflect our organisational culture.

- **Pioneering:** We encourage innovative thinking and seek to be flexible and entrepreneurial in our ways of working.
- **Inclusive:** We are unconditionally committed to the support of all seafarers and their families without discrimination.
- **United:** We are one global, intergenerational, multicultural family united in vision and purpose, while respecting diversity of culture and context.
- **Collaborative:** We are co-operative in our approach to our work – in relation to individuals, the church, ecumenical partners, and organisations and institutions that work for the welfare of seafarers.
- **Accountable:** We are accountable as stewards of the resources entrusted to us, to each other in recognition of our mutual inter-dependence and to those charged with governance at station, regional and international level.
- **Caring:** In all our dealings we strive to behave with compassion, to act with integrity and to treat everyone with respect.



Background to the Role

Wales, as a region, has historically often been at the forefront of the manufacturing industry and technological change. We find ourselves once again at the forefront of technological change, embarked on a transition towards Net Zero and, as the UK's leading energy port, Milford Haven has a pivotal role within the UK and Welsh Governments' strategic plans in this regard.

In light of this, and following a review undertaken by The Mission to Seafarers ("MtS") in Wales, we recognise the need to appoint a Chaplaincy worker to be based at the Port of Milford Haven. MtS has a long history of ship visiting in this region and, to support this initiative, we have been working closely with other welfare agencies, such as the Merchant Navy Welfare Board, Trinity House and the Milford Haven Port Authority.

The seafarers visiting the Port of Milford Haven predominantly serve on tankers, cargo vessels as well as the occasional cruise ship. The vast majority of these seafarers are men, with only around 2-3% of the seafaring population being female. However, one of MtS's key priorities for this role is to be in a position to better address the needs of both men and women, the latter group facing some very particular challenges in a male-dominated profession.

We are also focused on growing levels of community support and our volunteer base so we are able to offer a more comprehensive service to seafarers arriving in the port.

The Port of Milford Haven

The Port of Milford Haven is the UK's largest energy port, as well as a key shipping gateway, handling liquid, bulk, break bulk and heavy lift cargoes. Since its establishment in 1958, it has provided port services for the oil and gas industry and is now the UK's largest energy port with two Liquid Natural Gas terminals, an Oil refinery and two further oil terminals. The Port, which is one of the deepest natural harbours in the world, is a busy shipping channel. Over 3,000 ships visit the port each year and the port handles over 30 million tonnes of cargo annually. Over the years, Milford Haven has expanded to include a ferry terminal, dry and breakbulk cargo handling, commercial property management, a fish dock and a marina. Flagship projects at the port are also creating new opportunities in renewable energy and leisure and tourism.

The Port, along with the cluster of energy-related businesses along the Waterway, is a key driver of economic activity in Pembrokeshire, attracting inward investment and supporting over 4,000 jobs locally and more than 5,000 jobs in Wales as a whole. Shipping operations in Milford Haven are managed by the Milford Haven Port Authority ("MHPA"). As a trust port, MHPA has key responsibility for safe navigation on the waterway, the prevention of oil pollution and conserving the port for future generations.

Job Description

Department:	Ministry
Responsible to:	Chaplaincy Team Leader for Wales
Other Key Working Relationships:	Milford Haven Port Staff Volunteers from MtS and other maritime agencies Milford Haven MtS Branch Committee The Church in Wales (in particular those in the Diocese of St David's and local parishes) IHQ Staff Regional Director, Europe
Term:	Initial fixed term of 1 year
Hours:	Part-time (20 hours per week) worked flexibly to accommodate shipping schedules
Role Purpose:	<p>To visit ships on behalf of MtS berthed within the Port of Milford Haven, operating in line with MtS's core purpose, the provision of physical, moral and spiritual support to seafarers and their families, of different backgrounds and nationalities.</p> <p>To ensure that MtS's mission is accessible and that our service provision is appropriate, including for female seafarers.</p> <p>To provide support and the hand of friendship to all seafarers, with a particular focus on female seafarers.</p>

Principal Duties and Responsibilities

- Visit ships that call into the port, extending the hand of friendship to seafarers, offering support and responding to need as appropriate
- Offer spiritual, emotional support and advice to seafarers as required, including directing them to other sources of support as appropriate
- Lead seafarers in Christian prayer, where appropriate
- Partner with the Chaplaincy Team Leader for Wales and the local Milford Haven MtS branch to increase both levels of community support and the volunteering base
- Working with the Chaplaincy Team Leader for Wales, co-ordinate a team of volunteers to undertake visits to seafarers on cruise ships (as well as other vessels); this will include scheduling rotas
- Facilitate access to ships for volunteers
- Support the provision of communications and transport facilities to seafarers as required
- Provide advice on access to the towns of Pembroke Dock or Milford Haven, or other local facilities, including access to the local MtS hub for private consultation as required

Principle Duties and Responsibilities (cont.)

- Liaise and partner with other port chaplains, welfare workers and seafarer centres locally to ensure ministry continuity, particularly in cases of ongoing pastoral care, and justice and welfare cases
- In partnership with the Chaplaincy Team Leader for Wales and the Milford Haven MtS Branch, provide a swift and effective response to any relevant emergency involving an individual seafarer or group of seafarers, where appropriate in close liaison with port authorities or other relevant bodies
- Visit and provide practical and emotional support to seafarers who are in hospital or prison
- Contribute to the broader strategic thinking of the MtS in the Port of Milford Haven, acting as a trusted and collaborative thought partner to the Chaplaincy Team Leader.
- Develop and maintain strong relationships with other maritime missions and welfare organisations
- Develop strong working relationships with port authorities, managers and staff
- Wherever possible to provide access to places of worship as requested by seafarers
- Assist the Chaplaincy Team Leader managing the hub local office
- Maintain an up to date record of ship visiting activity using the MtS Ship Visitor App
- Ensure e-mails, telephone messages, and Happy at Sea App are regularly monitored and respond as required
- Participate in training opportunities as appropriate

Person Specification

Knowledge and Skills

- Given MtS's priority of better supporting all seafarers, candidates should have a practical understanding of and empathy with the particular challenges seafarers experience
- Strong experience of pastoral work; experience of offering pastoral support to all seafarers and/or marginalised communities would be an asset
- Strong and adaptable interpersonal skills, including being an empathetic listener
- Able to quickly develop productive working relationships with colleagues and other partners.
- Able to quickly establish rapport and trust with colleagues and all seafarers
- Able to constructively challenge the status quo
- Solutions focused, able to explore alternative means of doing things to create positive impact
- Excellent organisational and administrative skills
- IT literate, fully conversant with MS Office and willing to learn and use any in-house programmes
- Fluency in spoken and written English is essential. A basic understanding of the Welsh language would be useful, but is not essential
- Full, clean UK driving licence is essential

Personal Qualities

- This post is open to ordained and non-ordained candidates. MtS is an Anglican Mission but this post is open to Christians of all denominations who possess a strong Christian faith and have empathy with MtS's Anglican roots and with the work and charitable purpose of our work.
- Collaborative and inclusive, able to work as part of an ecumenical wider team
- Empathetic, supportive and understanding with good self-awareness.
- Demonstrates sound judgement, emotional intelligence and sensitivity
- Culturally and politically aware
- Resilient and able to remain calm and measured in challenging situations
- Shares ideas and is receptive to those of others
- Flexible in approach with the ability to adapt to changing priorities
- Demonstrates integrity, acting at all times in the best interests of MtS
- A highly motivated self-starter, able to work under own initiative and unsupervised

Special Working Conditions

- Visiting ships is an essential part of this role and you may visit as many as three ships per day. You will be required to climb gangways with as many as 80 x 60 degree steps leading to the deck on board ships and then perhaps a further three floors to get to the bridge.
- The Chaplaincy Worker will be required to comply with the Health and Safety and Personal Protective Equipment protocols throughout the Port of Milford Haven which include facial hair restrictions to ensure the safe fitting of breathing equipment at the Liquid Natural Gas terminals.

General Requirements

- Applicants must already have the right to live and work in the UK.
- Applicants must have a full clean driving licence that is valid in the UK.
- An offer of employment is subject to a satisfactory medical, references and enhanced DBS check.
- This job description should be treated as a guide to the duties that the post holder is expected to perform. As a term of employment the post holder can be required to undertake such duties as are commensurate with his or her position.
- The job description may be amended to meet changing requirements at any time after discussion with the post holder.
- The Mission to Seafarers operates an Equality, Diversity and Inclusion Policy. The post holder will be expected to comply fully with this Policy in carrying out their duties.
- All employees are required to be aware of their responsibilities towards Health and Safety and Safeguarding to adhere to the Health and Safety and Safeguarding Policies.
- All employees are required to be aware of their responsibilities towards the EU General Data Protection Regulation (GDPR) and to adhere to MtS's GDPR and Data Retention Policies.

Terms of Appointment

Location: Port of Milford Haven

Term: Initial term of 1 year

Hours of Work: The full-time working week is 40 hours. This is a part-time time role of 20 hours per week, worked flexibly (including weekends and public holidays) to accommodate shipping schedules.

Remuneration: £35,000-£38,000 per annum (pro-rata) depending on experience

Annual Leave: 25 days per annum plus public holidays (pro-rata)

Benefits:

<i>Pension:</i>	Workplace or Church of England Pension
<i>Life Assurance:</i>	3x base salary
<i>Other:</i>	Includes Employee Assistance Programme, retail discount vouchers, cycle to work scheme, free eye test, access to training and development opportunities

How to Apply

To apply for this position, please submit your completed Application Form to jobs@missiontoseafarers.org by no later than **Wednesday 7 May 2025**. We regret that applications received after the deadline will not be considered.

The Recruitment Process

First round interviews: Thursday 15 May 2025 (online)

Second round interviews: Wednesday 21 May (in person)

