



The Mission to Seafarers

Appointment Brief

Chaplain/Chaplaincy Worker, Piraeus

November 2024

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.

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.



The Europe Region

The Europe Region consists of 21 ports over a wide geographical area stretching from Scotland to Turkey. Please see <https://www.missiontoseafarers.org/our-ports>

The majority of ports in the Europe Region are in the UK but MtS also has staff in Rotterdam and Antwerp, and we fund port chaplaincy work in Rouen and Vlissingen (Netherlands). The maritime welfare sector in the UK is well developed and we work closely with other maritime welfare societies such as Stella Maris, the Sailor Society, the Merchant Navy Welfare Board and Deutsche Seemannsmission.

The Covid 19 pandemic had a detrimental effect on our work. Many seafarers are still unable to leave their ships and whilst the cruise ship industry is recovering, some ports are still restricting shore leave. Despite the difficulties caused by the pandemic, we have continued to support seafarers by ship visiting where we have to the port, shopping for seafarers who are denied shore leave and ministering to seafarers via Facebook, WhatsApp, and the new digital chaplaincy service.

The Port of Piraeus

The Port of Piraeus is in the southeast of Greece, located 12 km from Athens. The port dates back to antiquity, dating back to the 5th century BC, and is now the largest port in Greece and one of the largest in the Eastern Mediterranean.

Piraeus has 3 main terminals - a large cargo terminal; an automobile terminal with a storage capacity for 12,000 cars and a shipment capacity of 670,000 units per year; and a passenger terminal which is one of the largest in the world and includes 3 cruise terminals with 11 berths.

With passenger traffic of almost 18 million people annually, ferries from Piraeus offer connections to most islands of the Aegean, including the Cyclades, the Dodecanese, the Saronic Islands, the North Aegean Islands and Crete. It is also a popular departure port for Eastern Mediterranean cruises to the Greek Isles and Istanbul, as well as Adriatic Sea voyages to Croatia and Venice. Piraeus typically receives hundreds of cruise ships per year. It is anticipated that during 2024, the port will welcome over 1,000 ships, with roughly 800 of those calls made by home-ported ships. Piraeus experienced a record-breaking year in 2023 with 1.5m cruise arrivals (versus 880,000 in 2022) and a new record in cruise arrivals is anticipated during 2024. The port therefore has a huge economic impact on the immediate area and beyond.

The Port of Piraeus, a major employer in the area, is owned by the Greek state and operated by the Piraeus Port Authority ("PPA"). The PPA is majority owned by China COSCO Shipping, the 3rd largest container ship company in the world. Since an IPO in 2003, the port has been majority owned by the Greek state (74.5%), with the remainder held by investors. In 2002 the PPA and the Greek government signed a concession agreement as a result of which the Greek government leased the port zone lands, buildings and facilities of the PPA for 40 years. In 2008 the duration of the concession agreement was modified from 40 to 50 years with the lease due to end in 2052.

Background to the Role

MtS has a long history of ship visiting. Whilst the vast majority of seafarers are men, with only around 2-3% of the seafaring population being female, one of MtS's key priorities for this role is to be in a position to better address the needs of women seafarers who predominantly serve on cruise ships.

The needs of women seafarers

In 2022 MtS undertook a study entitled '*Women Seafarers Report 2022*'. This was done in the knowledge that only 2-3% of seafarers are women, but we wanted to establish how best MtS might serve this group of people.

From our own reports, we know that the majority of the women seafarers we meet are in cruise ports with far fewer in many of our other 200 ports around the world. But we do encounter women when ship visiting and invariably they experience different issues and challenges, in addition to those they share with their male counterparts.

The shipping industry continues to work hard to attract more women into sea-based careers. Many firms are succeeding in recruiting more women and MtS sees its role as being able to create bespoke support for them when they are at sea.

Issues faced by women seafarers

Whilst cruise ships will have a larger number of female crew, on cargo ships, there may only be one woman on board, or two on rare occasions. Some shipping companies and managers will only have two female seafarers on board, rather than have a lone woman.

Integrating into a male-dominated environment, particularly when ships and their crews are at sea for extended periods of several months at a time, without question adds to the challenges female seafarers face. During socialising hours, men may engage in past-times which may not be of interest to the female seafarer; any friendships between men and women, built up during the voyage, may be mistakenly interpreted; seafarer clothing is designed for men. All these facts are well known to those working in the industry and are in the process of being addressed, including having better training for both men and women and having shoreside staff on hand to respond to a wider range of issues. Despite all these efforts, women are still liable to face:-

- Bullying;
- Unwanted approaches;
- Lack of female equipment (e.g. clothes designed for men);
- Lack of female hygiene products;
- No dedicated female points of contact amongst shoreside staff;
- Challenges with 'joining in' with male colleagues, without appearing to encourage sexual approaches.

Job Description

Department:	Ministry
Responsible to:	Regional Director Europe
Other Key Working Relationships:	Port Chaplains and Welfare Workers from other maritime agencies including those of the Deutsche Seemannsmission (“DSM”) Port Authority Staff IHQ Staff Colleagues within the local Anglican Church of St Paul and across the local Anglican Diocese
Hours:	Full-time (40 hours per week) worked flexibly (including weekends) to accommodate shipping schedules
Role Purpose:	<p>On behalf of The Mission to Seafarers (“MtS”) to ensure an effective chaplaincy service in line with MtS’s core purpose, the provision of “spiritual, moral and physical support” to seafarers and their families, of all different backgrounds and nationalities.</p> <p>To represent MtS in and around the Port of Piraeus, particularly with such bodies as the Port Authorities, Port Committees and other maritime organisations in Piraeus.</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

Pastoral Care

- Responsible for ensuring the delivery of an effective ship visiting programme for the Port of Piraeus
- Visit ships that call into the port, or make provision for their visitation, on a regular and sustained basis, extending the hand of friendship to seafarers, offering support and responding to need as appropriate
- Provide spiritual support to seafarers as appropriate and as requested, including the provision of Christian prayer, on board ship and in seafarer centres
- In partnership with the Deutsche Seemannsmission (“DSM”), 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
- Work to achieve the resolution of seafarers’ justice and welfare issues through mediation, assisting in dispute resolution and liaising with appropriate bodies and agencies including port health authorities, seafarers’ unions, local hospitals and port welfare committees

Pastoral Care (cont.)

- Liaise and partner with other welfare provision locally, particularly in cases of ongoing pastoral care, and justice and welfare cases
- Wherever possible to provide access to places of worship where this is requested by seafarers
- Facilitate access to cruise ships for volunteers
- Support the provision of communications and transport facilities to seafarers as required and provide advice on access to the town of Piraeus or other local facilities
- 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
- Contribute to the broader strategic thinking of how MtS and its partners might operate in Piraeus

Church and Community

- Work with ecumenical maritime teams as appropriate
- Represent MtS in local chaplaincy matters as required and appropriate
- Develop strong links with the local Anglican Church of St Pauls as well as across the wider Diocese, including with local community groups and organisations, encouraging their involvement in the life and work of MtS
- In partnership with IHQ, explore and pursue local fundraising opportunities with a particular focus on companies, churches and individuals

Working Partnerships

- Build and sustain strong co-operative relationships with port authorities, maritime agencies and other bodies as appropriate
- Build and develop good working relationships with other ecumenical maritime agencies working in the port, local ministers and representatives of other faiths
- Partner with other chaplains and members of the ministry team in the team's on-going activity.

Volunteer Management

- Recruit, co-ordinate, supervise and motivate a team of volunteers to undertake a range of activities including:-
 - Ship visitors, with a focus on visiting seafarers on cruise ships;
 - Minibus drivers; and
 - Assisting port chaplaincy
- Ensure volunteer induction is undertaken, along with ongoing training
- Co-ordinate volunteer duty rosters
- Work with volunteers, other maritime organisations and port authorities to improve access to the port for ship visiting
- Work with the Regional Director to create a support group with a view to establishing a Branch Committee

Principal Duties and Responsibilities (cont.)

Administration

- Ensure e-mails are regularly monitored and respond as required
- Maintain the necessary records of service delivery and produce regular reports for IHQ detailing all ministry activity and highlighting any developments within the ports

Other

- Attend conferences, seminars and courses as instructed by the RD Europe
- Ensure information is kept secure and used in accordance with MtS policy on confidentiality and the EU Data Protection Act 1998
- Undertake other duties as may be requested by the RD Europe

Person Specification

Knowledge and Skills

- A committed ecumenist, able to work with all traditions of the church and provide spiritual support
- Given MtS's priority of better supporting women seafarers, candidates should have a practical understanding/experience of and empathy with the particular challenges this seafaring population experience
- Strong experience of pastoral work; in particular experience of offering pastoral support to women seafarers and/or marginalised communities would be a distinct advantage
- Strong and adaptable interpersonal skills, including empathetic listening skills
- 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 challenge the status quo constructively
- Solutions focused, able to explore alternative means of doing things to create positive impact
- Proven ability to demonstrate sound judgement and sensitivity
- Excellent organisational and administrative skills with a track record of concurrently managing a range of different projects and initiatives
- Able to work with minimal day-to-day supervision as well as be an effective member of a regional team
- Able to recruit and manage volunteers
- Able to lead local fundraising activities
- IT literate, fully conversant with MS Office and willing to learn any in-house programmes
- Whilst this role is based in Greece, the principal language of communication is English. Fluency in spoken and written English is therefore essential, alongside a willingness to learn some Greek (if not already spoken). The ability to already speak some Greek would be a distinct advantage.
- A full, clean driving licence (valid in Greece) 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 team
- Strong and adaptable communication skills, including being an empathetic listener
- A highly motivated self-starter, able to work under own initiative and unsupervised
- Empathetic, supportive and understanding with good self-awareness
- Demonstrates sound judgement, emotional intelligence and sensitivity
- Shares ideas and is receptive to those of others
- Culturally and politically sensitive and aware
- Respectful of others, with the ability to relate easily to people from many different countries and backgrounds
- Flexible in approach with the ability to adapt quickly to changing priorities and to function well in unfamiliar environments
- Resilient and able to remain calm and measured in challenging and/or emergency situations
- Takes full ownership for work, proactively seeking to learn, develop and improve
- Takes learning from experiences to improve and adapt future behaviours
- Exercises strong judgement in all circumstances
- Demonstrates integrity, acting at all times in the best interests of MtS
- Caring, thoughtful and supportive towards others

Special Working Conditions

Many cruise ships exclusively visit the Port of Piraeus at the weekend. The post holder will therefore be required to regularly work weekends.

Visiting ships is an essential part of this role and you may visit several per day. To access some ships 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.

General Requirements

- Given the focus of this role to better support women seafarers, we would particularly welcome applications from suitably qualified women.
- *Priority will be given to those applicants who already have the right to permanently live and work in the EU.* If the successful applicant does not already have the right to live and work in Greece, their appointment will be subject to being granted a work permit.
- 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.
- MtS operates an Equality, Diversity and Inclusion Policy. The post holder will be expected to comply fully with this Policy in carrying out their duties.

General Requirements (cont.)

- 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: This role is based at the Port of Piraeus, Greece
Some travel to IHQ in London may be required

Hours of Work: The full-time working week is 40 (forty) hours, worked flexibly to accommodate shipping schedules and including some weekend working.

From time to time, the post holder will be required to work or attend functions outside normal hours of work to fulfil the responsibilities of this role for which MtS offers reasonable time off in lieu.

Remuneration: Euros 35,000 (thirty five thousand Euros) gross per annum

Car: A car will be available at the port for the post holder

Annual Leave: 23 (twenty three) days' annual leave plus public holidays

Benefits: *Pension:* Church of England Pension or Pension Allowance
Private Medical: Private medical cover (or an allowance) will be provided

How to Apply

To apply for this position, please submit your completed Application Form to jobs@missiontoseafarers.org no later than by **noon on Friday 13 December 2024**. We regret that applications received after this date will not be considered.

The Recruitment Process

First round interviews: Anticipated to be week commencing 6 January 2025 (online)

Second round interviews: Anticipated to be week commencing 13 January 2025
(in person in London or Piraeus – to be confirmed)