



The Mission to Seafarers

Appointment Brief

**Chaplain Team Lead
Southampton and South Coast**

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.

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 more than 40 ports over a wide geographical area stretching from Scotland to Turkey. Please see <https://www.missiontoseafarers.org/our-ports>

Currently, many of the ports in the Europe Region are in the UK but MtS also has staff in Rotterdam and Antwerp, we fund port chaplaincy work in Rouen and Vlissingen (Netherlands) and will soon have a presence in Piraeus, Georgia and Antibes. 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. Shore leave remains limited for some seafarers, whether driven by turnaround times or through the directions of ships' captains and shipping agencies. 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 Southampton

The Port of Southampton is one of the UK's busiest and most successful deep-water ports. Ideally located on the south coast, and close to major shipping lanes linking the UK to European and global markets, Southampton is Britain's Gateway to the World. The Port of Southampton supports 45,600 jobs and contributes £2.5 billion to the nation's economy every year. Exports worth £40 billion annually are handled at the port, including £36 billion destined for markets outside the EU.

The port is the UK's number one hub for deep sea trade and is at the heart of supply chains serving businesses and manufacturers throughout Britain. This includes the automotive sector where the port supports 11,700 jobs in the West Midlands alone. The Port of Southampton is also home to the UK's second largest container terminal and is the UK's number one vehicle handling port, processing 900,000 vehicles per year. In addition, Southampton is Europe's leading turnaround cruise port, welcoming around 2.5 million passengers annually to its five cruise terminals. Cruise Lines operating in Southampton include P&O Cruises, Princess Cruises, AIDA Cruises, Cunard, Celebrity Cruises, Fred Olsen Cruise Lines, MSC Cruises, Norwegian Cruise Line and Disney Cruise Line.

Other South Coast Ports

We have a volunteer presence in both Portsmouth and Dover which we are keen to support and develop.

Job Description

Department:	Ministry
Responsible to:	Regional Director Europe
Responsible for:	Port Chaplain, Southampton
Other Key Working Relationships:	Volunteers at Southampton and other south coast ports Staff and volunteers from other maritime agencies Port Authority Staff IHQ Staff
Hours:	Full-time (40 hours per week) worked flexibly to accommodate shipping schedules
Role Purpose:	<p>On behalf of The Mission to Seafarers (“MtS”) deliver an effective chaplaincy service in line with MtS’s core purpose, to develop and ensure the provision of spiritual, moral and physical support to seafarers and their families, of all different backgrounds and nationalities.</p> <p>Develop and implement a holistic operating strategy for Southampton including growing the volunteer base serving the port. This will involve reaching out to local churches and Christian community groups.</p> <p>Represent MtS in and around the port, particularly with such bodies as the Port Authority, Port Committees and other maritime organisations in the port such as Stella Maris.</p> <p>Develop and implement infrastructure (including a permanent base/seafarers’ centre) in Southampton.</p> <p>Ensure that MtS’s mission is accessible and that our service provision is appropriate for all seafarers coming into the ports.</p>

Principal Duties and Responsibilities

Leadership

- Further develop and ensure the implementation of a strategy for the effective provision of services in Southampton and along the South Coast to include ship visiting, chaplaincy and pastoral support
- Provide leadership and support to the Port Chaplain and volunteers, to include regular face-time and catch-up meetings
- Build on community relationships to further the work of the Mission e.g. recruiting volunteers
- Oversee the work of the Port Chaplain in the provision of services, providing support and guidance as required.

Leadership (cont.)

- Recruit, manage and motivate a team of volunteer ship visitors, minibus drivers and centre workers to support seafarers and assist in the work of the Mission
- Leverage existing connections and build new relationships with local Christian communities/churches to make the work of the Mission known to a wider audience e.g. through visits and speaking engagements

Pastoral Care

- Ensure the delivery of an effective ship visiting programme for the regional ports
- 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
- Provide a swift and effective response to any relevant emergency involving an individual seafarer or group of seafarers, where appropriate in close liaison with Centre Managers, port authorities or other relevant bodies
- Ensure seafarers who are in hospital or prison are visited and provided with practical and emotional support
- Act as a catalyst for the resolution of seafarers' justice and welfare issues through mediation, assisting in dispute resolution and liaising with appropriate bodies and agencies including port health authority, seafarers' unions, local hospitals and port welfare committee
- 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
- Support the provision of communications and transport facilities to seafarers as required and provide advice on access to the local towns or other local facilities
- Liaise and partner with other port chaplains, welfare workers and seafarer centres both locally and globally to ensure ministry continuity, particularly in cases of ongoing pastoral care, and justice and welfare cases

Church and Community

- Provide spiritual support to seafarers as appropriate, including the provision of prayer and public worship, on board ship and in seafarers' centres
- Participate in the life of the local church, in particular the Anglican church and Diocese
- Work with ecumenical maritime teams as appropriate
- Represent MtS in local chaplaincy/welfare matters as required and appropriate
- Actively participate in the Port Welfare Committee
- Develop strong links with the local ecumenical community, including with local community groups and organisations, encouraging their involvement in the life and work of MtS
- Develop and strengthen MtS's engagement with churches of all denominations in the region
- In partnership with IHQ, explore and pursue local fundraising opportunities with a particular focus on companies, churches and individuals

Working Partnerships

- Consult and co-operate with the Regional Director in all matters of concern and importance to MtS
- 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

- Work with the Port Chaplain, to recruit, co-ordinate, supervise and motivate a team of volunteers to undertake a range of activities including ship visitors, minibus drivers and assisting port chaplaincy
- Ensure volunteer induction is undertaken, along with ongoing training
- Ensure volunteer duty rosters are in place

Fundraising

- In consultation with the Development Team at IHQ, build and develop good relationships with local media in order to raise the profile of MtS's work locally
- Explore and pursue local fundraising opportunities with a particular focus on local companies, churches and individuals
- Where appropriate, provide fundraising leads on potential donors to the Development Team and support their fundraising work

Administration / Other

- 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
- 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 and prayer.
- Strong experience of pastoral work; experience of offering pastoral support to seafarers and/or marginalised communities would be a distinct advantage
- Strong 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

Knowledge and Skills (cont.)

- 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 effectively manage the Port Chaplain, coaching and guiding as required
- 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
- Fluency in English is essential
- A 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.
- Passionate about the aims and purpose of MtS with empathy and commitment to work to propagate its purpose
- 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

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

- Applicants must already have the right to live and work in the UK.
- Applicants must already possess a full clean driving licence that is valid in the UK.
- 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.
- 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.
- An offer of employment is subject to a satisfactory medical, references and enhanced DBS check.

Terms of Appointment

Location: This role is based in Southampton. Some travel to IHQ in London may be required.

Hours of Work: The full-time working week is 40 hours, worked flexibly to accommodate shipping schedules and including some evening and 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 and for which MtS offers reasonable time off in lieu.

Remuneration: Salary in the range of £34,000 - £38,000 gross per annum plus family house in Southampton plus benefits; OR "clean salary" in the range £45,000 - £50,000 gross per annum plus benefits. Salary dependent on experience.

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

Annual Leave: 25 days' annual leave plus public holidays

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 no later than by **Wednesday 7 May 2025**. We regret that applications received after this date will not be considered.

The Recruitment Process

First round interviews: Thursday 22 or Friday 23 May 2025 (in-person/online)

Second round interviews: Tuesday 10 June 2025 (in-person)