

# Director *of* Operations



ST GEORGE THE MARTYR

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# Welcome

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St George the Martyr has changed considerably over the past few years. Our congregation has grown, new ministries have taken root and our worshipping life has deepened. The Borough Food Cooperative has become an increasingly important part of our relationship with the neighbourhood, while Holy Hour has opened up a new space for worship and encounter.

There is a great deal of life here. The question for us now is how we build the organisation around that life.

We want St George the Martyr to be a church in which worship is beautiful and alive; where people grow as disciples of Christ; where newcomers find their way into belonging and participation; where children and families have a real place among us; where volunteers discover and use their gifts; and where our buildings and resources are used imaginatively in the service of God and our neighbours.

That requires strong leadership, sound finances, good governance and healthy systems, alongside the energy and imagination already present within the parish.

That is why we are appointing a **Director of Operations / Parish Clerk**.

This is an important leadership appointment for us. I am looking for a senior lay colleague who can take real responsibility for the operational life of the parish, help us make good decisions and ensure that those decisions become reality.

You will join St George the Martyr at a particularly interesting moment. We are growing, developing our buildings and resources, strengthening our community work and thinking seriously about the organisational capacity we will need for the future.

You will work closely with me, our Churchwardens and PCC, while having considerable freedom and responsibility to help shape what comes next.

I think it will be demanding, varied and a lot of fun.

Fr Ben Bell  
Rector

# About St George the Martyr

St George the Martyr stands in the heart of Borough, on a site where Christians have worshipped for more than nine centuries.

Our present church, completed in 1736, carries extraordinary layers of London history. Chaucer's pilgrims passed through this part of Southwark. The Marshalsea prison stood beside the church. Charles Dickens placed St George the Martyr within the world of *Little Dorrit*.

But St George the Martyr is not primarily a heritage project. It is a living, worshipping church: vibrant, world-diverse and rooted in the progressive Anglican-Catholic tradition. Our life is sacramental and inclusive, with the Eucharist at its heart.

Four values help shape our common life:

**Worship** We seek God together and place the Eucharist at the heart of our life.

**Purpose** We want people to discover their gifts, vocation and place in the life of the Church.

**Togetherness** We want to be a community in which people are known, welcomed and able to participate.

**Justice** We believe the Gospel draws us into practical solidarity with our neighbours and our neighbourhood.

For us, worship, hospitality and service are different expressions of the same Gospel.

## A parish in motion

The past few years have been a period of renewal and growth at St George the Martyr.

The past few years have been a period of renewal. More people are participating in parish life, new friendships and partnerships have developed, and congregational giving has grown. We have strengthened our finances and begun significant work on our buildings and resources.

Holy Hour, our newer midweek service, offers a distinctive space of music, silence, sacrament and prayer. It draws both existing members and people for whom this is a new encounter with Christian worship.

The Borough Food Cooperative operates from our crypt throughout the week, bringing together food, hospitality, volunteers and community. It is one of the most visible ways in which St George the Martyr shares life with its neighbourhood.

Our financial position has strengthened and congregational giving has grown.

And alongside all of this, we have been asking a larger question:

**What does St George the Martyr need to become if this growth is to be sustained?**

Growth brings opportunity. It also brings complexity: more people, more communication, more volunteers, more safeguarding, more projects, more financial decisions and a greater need for good systems.

We now want the organisation around our ministry to develop with it.

## **Where we are heading**

Our Mission Action Plan for 2026–27 starts with tending and strengthening what has already been entrusted to us. We want good things to become rooted, sustainable and capable of further growth.

Our priorities are to deepen worship and musical life; help people move from welcome into belonging and growth in faith; develop sustainable ministry with children, young people and families; and strengthen hospitality and justice through the Borough Food Cooperative. Thoughtful stewardship of our buildings and finances will help make this possible.

## **Why this role now?**

Growth brings greater demands on people, resources and systems. Operational responsibility has become concentrated in a very small number of people, including the Rector. We are ready for a senior lay operational leader who can share that responsibility and help the organisation develop with our ministry.

# Some of the work ahead

There is an interesting programme of work already emerging. These are some of the opportunities that make this appointment timely.

## Shaping the team

We have budgeted for an additional junior role but deliberately left its final shape open. It may combine vergering, ministry support, administration or pastoral support. The new Director will help us decide what additional capacity will best serve the parish.

## St Alphege and our buildings

The parish owns St Alphege, a substantial nearby building with considerable potential. Initial feasibility work has begun; the next stage needs a clearer strategy, financial modelling and a route to funding and delivery. Alongside this, church lighting and infrastructure improvements are already in view, and we want a more planned approach to maintaining our heavily used properties.

## Financial stewardship

With our finances on a stronger footing, we want budgeting and forecasting to support better decisions. A review of investments and endowments, deeper congregational generosity and a more intentional approach to external fundraising will help sustain ministry and fund significant projects.

## Supporting the Borough Food Cooperative

The Cooperative has a salaried Project Manager and volunteer leadership, and is increasingly able to operate with appropriate independence. The Director will help ensure it has healthy organisational support and a strong relationship with the wider parish.

## Making everyday work easier

Some systems have grown organically. There is scope to improve how we use ChurchSuite, Google Workspace, bookings and communications, and to explore thoughtful use of automation and AI. We want practical improvements that make it easier for staff and volunteers to contribute.

# The historic office of Parish Clerk

The successful candidate will also hold the historic office of **Parish Clerk of St George the Martyr**.

The office of Parish Clerk has deep roots in the life of the English Church and particularly in the churches of London.

Subject to the appropriate requirements, the Rector intends to propose the successful candidate for membership of the **Worshipful Company of Parish Clerks**, one of London's ancient guilds.

It is a small connection with the long history of this place, and perhaps an enjoyable reminder that operational ministry in the Church is not quite as new as the title "Director of Operations" might suggest.

## How to apply

We invite potential candidates to have an informal conversation with the Rector before applying.

To apply, please send:

- your CV;
- a supporting statement explaining why you are interested in St George the Martyr and how your experience equips you for the role;
- details of two referees.

**Closing date:** October 12<sup>th</sup>

**Interviews:** week of October 19<sup>th</sup>

For an informal conversation, please contact:

**Fr Ben Bell, Rector**

Rector@Borough.Church

*St George the Martyr is committed to safeguarding and to creating an inclusive working environment. Appropriate safer recruitment, reference and right-to-work checks will be undertaken before appointment.*

*We welcome applications from people of all backgrounds who are able to work wholeheartedly within the mission and ethos of St George the Martyr.*