VISION: TOGETHER WE ARE WORKING FOR A WORLD WHERE ALL CAN EXPERIENCE FAITH IN CHRIST AND THE ABUNDANT LIFE ONLY HE PROVIDES

JOB TITLE:	**Church And Community Mobilisation (CCM) Lead (maternity cover)**
RESPONSIBLE TO: **DEPARTMENT:**	Head of Programme – Hope for the World Department of World Mission
INTERNAL RELATIONSHIPS:	All BMS teams in & beyond the UK, Mission Workers, Programmatic team members, Directors, BMS Council
EXTERNAL RELATIONSHIPS:	Partner organisations and Church & Community Mobilisation networks
LOCATION/ TRAVEL TO:	BMS Didcot, with option for hybrid working. Travel into office for occasional multi-day department/organisation meetings or events.
JOB TYPE/HOURS:	Full time (we may consider part-time applicants at a minimum 0.6 FTE)

JOB OVERVIEW

Church and Community Mobilisation (CCM) is a core expression of BMS' commitment to integral mission, local ownership, and generative transformation.

The CCM Lead will provide strategic leadership, quality assurance, and learning oversight for CCM across BMS' work, particularly in Africa and Asia. The role focuses on strengthening the quality, coherence, theological depth, and effectiveness of CCM.

The CCM Lead provides leadership on CCM aspects of programmes, working alongside Africa and Asia CCM Coordinators and Partner Leads. A key responsibility of the role is to lead learning, innovation, and discernment, including the piloting and development of greater integration between Church and Community Mobilisation (CCM) and Discipleship Making Movements (DMM).

Main Areas of Responsibility

- Strategic leadership and quality of CCM
- Technical support to Africa and Asia CCM Coordinators
- Strengthening Monitoring, evaluation, and learning for CCM
- Learning, resourcing, and innovation
- Communication, advocacy, and integration of CCM within BMS

ROLE AND RESPONSIBILITIES

1. Strategic Leadership & Quality of CCM

- Provide organisation-wide leadership for Church and Community Mobilisation, ensuring clarity of vision, purpose, and theological grounding

- Support the development, review, and refinement of regional CCM strategies for Africa and Asia in collaboration with CCM Coordinators and the Head of Programme
- Support CCM coordinators in organising partner and CCM trainers' capacity building
- Promote coherence across regions while encouraging contextual adaptation rooted in core CCM principles

2. Working with CCM Coordinators (Africa & Asia)

- Work closely with Africa and Asia CCM Coordinators, focused on CCM aspects of their work
- Offer accompaniment, coaching, technical guidance, and reflective challenge to strengthen quality and consistency of CCM practice
- Facilitate shared learning, peer reflection, and exchange of practice across regions
- Contribute to strategic planning and learning processes related to CCM

3. Monitoring, Evaluation & Learning (MEL)

- Lead the development and strengthening of CCM-appropriate MEL frameworks, tools, and processes, in collaboration with the MEL team
- Champion and embed the Light Wheel as a core framework for reflection, learning, and quality improvement within the CCM focused work
- Promote learning-oriented approaches to MEL that support adaptation, generativity, and deeper impact
- Ensure learning from CCM is captured, synthesized, and fed into BMS strategy, communications, and wider mission thinking

4. Learning, Resourcing & Innovation

- Identify gaps in CCM resources, guidance, and tools across regions.
- Lead or coordinate the development of new CCM resources, training materials, and learning products
- Keep abreast of developments in CCM and related approaches globally, bringing relevant learning into BMS
- Encourage innovation and thoughtful experimentation while safeguarding core theological and methodological principles

5. Communicating & Championing CCM

- Act as a key advocate for CCM within BMS, helping colleagues understand its purpose, value, and contribution to BMS' mission
- Contribute to internal presentations, learning events, strategy discussions, and external engagement related to CCM
- Work with Communications colleagues to ensure CCM is clearly and accurately communicated

6. Integration of CCM and DMM

- Work with Heart for the Gospel team on the integration of Church and Community Mobilisation (CCM) and Discipleship Making Movements (DMM).
- Support the design, accompaniment, and reflection of pilots exploring integration between these approaches
- Capture and synthesize learning to inform future strategic direction and decision-making.

7. Cross-Cutting Responsibilities

- Seek to ensure that BMS cross-cutting priorities (such as gender justice and creation stewardship) are appropriately integrated into CCM and wider work for which responsibility is held

8. Other Duties

- To be available whenever required for the BMS Crisis Management Team, including shared responsibility within the team for 24hr emergency phone and emergency response coordination
- With others within and beyond the Department for World Mission, contribute towards the planning and implementation of BMS events involving, for example, staff, mission personnel, partner representatives, trustees etc.
- To represent BMS when required at events that BMS is invited to contribute to
- Learning and development opportunities as agreed with your line manager
- Such other duties as your line manager may from time to time consider necessary and suitable
- Work and line manage in accordance with BMS policies and procedures

PERSON SPECIFICATION

SKILLS, KNOWLEDGE AND EXPERIENCE

Essential

- Significant experience in CCM and its varying methodologies, implemented in Africa and the varying processes implemented in Asia
- Experience in CCM across different contexts and an understanding of the rationale for these adaptations and contextualized processes
- Proven ability to communicate effectively with people in diverse cultural contexts
- Proven ability to communicate sensitively and clearly across diverse cultures
- Qualified to bachelor's level, or higher education equivalent, in an academic field relevant to the post
- Good listening skills
- Proven organisational and project management skills
- Demonstrable ability to deal sensitively and creatively with situations of tension or crisis
- Self-motivated, with ability to think creatively and strategically, and to manage time and prioritise projects effectively in a highly challenging environment
- Excellent analytical skills
- Ability to work flexibly in a small multi-disciplinary team
- Fluency in English with excellent writing and speaking.
- Knowledgeable and highly competent with the Microsoft Office suite

Preferred

- Competence in French
- Good IT skills including competence with Microsoft 365
- Previous experience in a faith-based charity
- Qualified to master's level in an academic field relevant to the post
- Knowledge of the UK Baptist family

PERSONAL QUALITIES

Essential

- Personal values align with BMS' mission, values, and goals
- Mature, self-aware, faithful, collaborative, relational and professional approach to the task and the team, but with the ability to work independently
- Highest level of integrity and standard of excellence
- Take confidentiality seriously and appropriately
- Demonstrable servant leadership qualities
- Be self-aware, be comfortable with vulnerability and remain resilient
- Gracious and forgiving of other people's and your own faults
- Be creative, adaptable, take initiative and be comfortable with risk
- Keep up to date on relevant specialism, qualification

SPECIFIC OCCUPATIONAL REQUIREMENTS

The jobholder must:

- Have the right to live and work in the UK
- Be a committed Christian, fully in sympathy with the BMS vision statement

SAFEGUARDING:

A basic DBS check is required