



Recruitment pack

Ministry Development Coach

The Kingdom of God - Good News for All
Transforming lives through Growing Church and Building Community



Welcome

Dear potential applicant,

Thank you for taking the time to consider whether God might be calling you to join us as our **Ministerial Development Coach**.

Across our diocese, our faithful clergy work tirelessly in leading parishes that can discern God's calling and respond fruitfully in their local contexts. However, many are stretched and need the support from someone with lived experience who can come alongside them to coach, equip and develop their skills to lead Mission and Mission Action Planning.

This role will partner with clergy to equip them and support them in integrating theology, leadership, mission and self-awareness, further enabling them to lead parishes that discern God's calling. Through coaching, training and facilitation, this role will support clergy in translating the Diocesan Vision and Outcomes for mission into locally owned action.

If reading this pack raises questions or a sense of calling, I would be glad to talk. An informal conversation may help you explore whether this role is right for you.



With every blessing,

Claire Lees

Director of People and Ministry Development

Contents

Who are we?	3
About our diocese	4
Our strategic framework	5
Job Description	7
Who you are	8
Offer and Benefits	9
How to apply	10

Who are we?

We are the Parish Support Team for the Diocese of Derby, one of 42 dioceses that make up the Church of England. Our diocese is the most northerly diocese in the Province of Canterbury and is led by our Diocesan Bishop, Rt Rev Libby Lane. Geographically, our diocese takes in Derbyshire and small parts of Staffordshire and South Yorkshire. We sit between Sheffield and Nottingham, Stoke-on-Trent and Manchester, perfectly placed in the centre of the country, with the M1 motorway running the length of the diocese.

Think of Derbyshire and you're probably picturing idyllic, quintessentially English villages, local pubs serving local drinks to refresh the weary hiker (canoeist, rock climber, potholer, and so on) after they've had a day in the beautiful Peak District National Park. That's true, we have all that, but we have far more as well!

Busy urban centres, bustling market towns, agricultural communities, fields and farms and factories. We're not just a tourist destination (although we are known as the playground of England!), we're an incredibly diverse diocese of 1.1 million people with all the joys, opportunities and challenges that come from such a rich community of people.

Our three missional contexts, 'urban', 'rural' and 'emerging industrial', broadly reflect our three archdeaconries, which cover our eight deaneries.

The Parish Support Team is based in our Derby Church House office, a short walk from Derby Cathedral.



About our diocese

In numbers

- 257 parishes, each with its own unique character and mission
- 326 church buildings serving local villages, towns and cities
- 90+ vicars offering dedicated and faithful ministry in parishes
- 150+ Licensed Lay Ministers [Readers] serving across the diocese
- 10,000+ members of our worshipping communities.
- 137+ New Worshipping Communities/Congregations, Fresh Expressions
- 111 church schools spread throughout the diocese
- 15,000+ young people being educated in church schools



Our strategic framework

Part A - What we do

Everything we do as a Parish Support Team connects to our strategic framework, which guides our activities and helps to keep us focused on why we're here.

What we do ourselves and enable others to do

The first part of our framework describes what we're here to do ourselves, and to enable those in our parishes to do. There are three levels to how we think about this.

1	We pursue the Diocesan Vision: The Kingdom of God, good news for all – transformed lives through growing church and building community			
2	We work towards the Outcomes, which are the fruit of pursuing the Kingdom of God that will be seen mainly in local congregations and communities:			
	<i>Deepening our relationships with God</i> – Growing our faith so that we are freed by God's love to live out our calling every day of the week.	<i>Challenging injustice</i> – God's Kingdom is about justice and joy, and we are called to speak out and act when people are harmed by injustice.	<i>Serving our local contexts</i> – Serving our communities practically, so they can see and experience the good news of God's Kingdom.	<i>Making new disciples</i> – We are called to share the hope and love of Jesus, inviting others to grow in faith and follow him in their own lives.
3	We take care of the Pillars, which are the key responsibilities of the Parish Support Team and Diocesan Leadership, and which make all the Outcomes possible:			
	<i>Equipping our people</i> – Giving trustees, staff, clergy, licenced lay ministers, and volunteers the tools and support to thrive in their roles.	<i>Sustaining our resources</i> – Working diligently towards the long-term financial sustainability of the Church of England's ministry in our region.	<i>Shaping our structures and culture</i> – Encouraging good governance at all levels and building a healthy, Kingdom-focused and values-driven culture.	

In simple terms, the Pillars feed the Outcomes, which in turn feed the Diocesan Vision. Every plan we make in any departmental workstream directly links to at least one Pillar or Outcome. This means that every role and every team can see the golden thread connecting their work with the Kingdom vision we share. The Vision and Outcomes are being embedded into processes at parish level too, such as Ministry Development Reviews (MDRs) for clergy and Licenced Lay Ministers, and in the Mission Action Planning process that churches are encouraged to work through.

Part B - How we do it

How we go about doing the things that we do

God gives us the responsibility to plan well and be good stewards of all he has given us - he cares about the specifics of what we do. But he is just as interested, if not more so, in how we go about doing those things. This is reflected in the second part of our framework.

4	We act according to the Values and Behaviours , which are some of the hallmarks that should characterise the way we work and set us apart as the Church:		
	<p><i>Generous faith</i></p> <ul style="list-style-type: none"> • We act with integrity • We collaborate often and well • We hold ourselves and each other accountable 	<p><i>Courageous hope</i></p> <ul style="list-style-type: none"> • We are bold and ambitious • We embrace change • We challenge respectfully 	<p><i>Life-giving love</i></p> <ul style="list-style-type: none"> • We are appreciative • We work to make people feel included • We are tolerant of our differences

5	We pay attention to the Priorities , thoughtfully and deliberately considering the implications for our named priority areas in every plan we put together:			
	<p><i>Growing younger</i></p> <p>For example, how have we invited the voices of children and young people into this plan?</p>	<p><i>Growing more diverse</i></p> <p>For example, what aspects of diversity could this plan help us to grow in?</p>	<p><i>Being greener</i></p> <p>For example, what parts of this plan might have an environmental impact?</p>	<p><i>Social and economic deprivation</i></p> <p>For example, how might the dynamics of economic inequality and different social classes impact this plan?</p>

So, whatever we're working on – whether it's an initiative that directly challenges injustice, a plan to manage our finances well or offer a new training opportunity to volunteers, or something else – we want to act according to the Values and Behaviours and ask ourselves honest questions about the Priorities as we do it.

This means slowing down sometimes to do things deliberately. It means working together with others who hold expertise in different Priorities, be they colleagues in the Parish Support Team, clergy or lay leaders in parishes, or National Church team members.

All of it is with the aim of joining in with God as he builds his Kingdom in this diocese.

Job Description

Key Responsibilities

Coaching and Leadership Development

Provide individual and group coaching to clergy, supporting them to grow as confident, prayerful and resilient missional leaders, particularly through periods of change, challenge and renewed missional focus.

Training and Formation

Design and deliver mission and leadership focused training across IME, CMD and diocesan development pathways, equipping clergy with practical tools for contextual analysis, vision setting, prioritisation and evaluation, and embedding a shared culture of mission led planning.

Mission and Mission Action Planning (MAP)

Enable clergy and parishes to lead spiritually grounded, contextually informed and collaborative MAP processes, making effective use of data and learning from outcomes to support sustained missional fruitfulness.

Resource Development and Good Practice

Develop and curate resources, guidance and case studies in partnership with the Mission Department and national church bodies, sharing learning and good practice to build diocesan confidence and capacity for mission.

Collaboration and Diocesan Contribution

Work closely with Archdeacons, Area Deans and diocesan colleagues to align clergy development with mission priorities, contributing to wider diocesan thinking on mission, leadership and parish revitalisation, and engaging with relevant national networks.

Ministerial Development Review (MDR)

Oversee and develop the MDR process to ensure it supports clear missional priorities and focused development, equipping reviewers and enabling clergy to engage in meaningful reflection, discernment and accountable CMD.

Who you are

You will be an ordained leader in the Church of England, grounded in prayer and motivated by a deep commitment to the Diocesan Vision, able to walking alongside clergy to bring that vision into practical action.

You will have a proven ability to coach, mentor and develop others in leadership and ministry, as well as a strong theological understanding of mission and its practical outworking in local church contexts.

Strong experience of leading and supporting strategic planning or mission-focused change is required, along with a formal coaching qualification or significant experience of coaching practice. Alongside this, experience of Mission Action Planning or similar mission frameworks will bring added value.

Excellent facilitation, listening and communication skills with an ability to work reflectively, relationally and collaboratively across diverse contexts is vitally important.

Above all, you will be committed to learning, reflection and inspiring others to engage in continual development and take hold of the missional opportunities in their contexts.



Our offer and benefits

We want you to flourish and feel valued and appreciated for the contribution you make. This is why we offer the following terms and benefits of employment:

Contractual terms

- 21 hours per week, worked flexibly
- Salary: £27,000 (£45,000 FTE)
- 30 days annual leave (including five set discretionary days) FTE plus bank holidays
- This is a 2-year fixed term role.
- Non-contributory pension scheme, worth up to 10% of salary (or the option to remain in the clergy pension scheme and sacrifice salary proportionately)
- Reimbursement of reasonable travel and subsistence expenses

Non contractual benefits

- The option to buy up to five more annual leave days
- Flexible working with core hours from 10am-4pm, and hybrid working options
- Life assurance two-times annual salary life assurance (subject to pension enrolment)
- Simply Health Cash Plan, offering 24/7 GP access, reimbursement for health treatment and an Employee Assistance Programme (subject to terms of the scheme), as well as Specsavers eye test vouchers and glasses discounts
- Additional leave options including spiritual retreat days, volunteer days, carers' leave, parental leave, bereavement, and more
- Free city centre parking (non-contractual), and tea and coffee in Derby Church House
- Support with professional membership fees required for roles, and budget allocated toward personal development and training needs
- One fully funded module per year through our Deepening Discipleship Training (CTMM), helping you grow in your Christian formation and leadership
- Staff can borrow a free corporate pass to Chatsworth House, courtesy of the Bishop of Derby, to enjoy one of the region's most beautiful heritage sites

How to apply

-  Read through the helpful information on our website regarding the position and follow the link to Pathways to proceed with your application.
-  For further support and/or questions, email mandy.francis@derby.anglican.org
-  Applications are assessed based on the Person Specification – use concrete examples to help give yourself the best possible chance.

Recruitment Timeline

	Applications open:	25 February 2026
	Applications close:	18 March 2026 at 12 noon
	Shortlisting date:	20 March 2026
	Interview date:	24 March 2026 after 11am

We're passionate about demonstrating our commitment to an inclusive recruitment process and working environment. As a Disability Confident Employer, if you have a disability or neurodivergent condition that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether reasonable adjustments can be made. We are also able to provide support for your application process.



The Diocese of Derby is committed to safeguarding and promoting equality. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. As an equal opportunities employer, we particularly welcome applications from UK Minority Ethnic/Global Majority Heritage (UKME/GMH) candidates who are currently underrepresented in our organisation. All appointments will be made on the basis of skill and experience relative to the role.



We want to talk to you!

We're here to help you explore the next exciting step in your career.
If you have any questions or enquiries about this role:

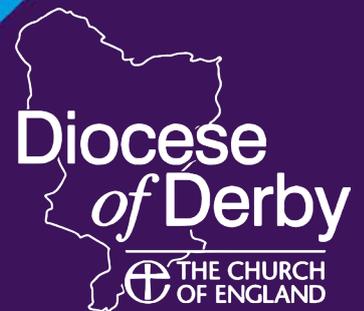
Contact: mandy.francis@derby.anglican.org

Website: derby.anglican.org

Address: Derby Church House, Full Street, Derby, DE1 3DR

The Kingdom of God - Good News for All

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Derby Diocesan Board of Finance
Derby Church House
Full Street,
Derby DE1 3DR

01332 388650
Website: derby.anglican.org
Email: enquiries@derby.anglican.org