

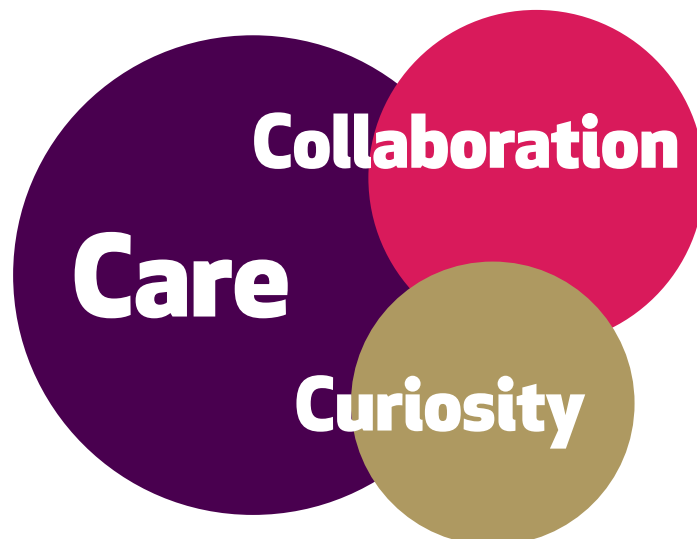


Leicester Cathedral
A beating heart for City and County

**Canon
Missioner**
Role Description

Position

Salary	In accordance with the Archbishops' Council scale for residentiary canons.
Tenure	Common Tenure
Responsible to	The Dean
Base	A five bedroomed house adjacent to the Cathedral: The Deanery, 23 St Martins, Leicester, LE1 5DE. A designated desk in the Cathedral offices, based in St Martins House
Other	Expenses of office are met by the Cathedral. Chapter will pay reasonable removal costs and a resettlement grant of 10% of stipend.



Leicester Cathedral endeavours to demonstrate these values throughout all aspects of our worship, welcome and witness

Summary

We are seeking a missional priest and residentiary canon who is energised by enabling participation in the community of the faithful and in the mission of God in the world.

Working in the heart of one of the UK's most diverse cities you will enjoy offering Christian leadership in intercultural and interfaith contexts and building relationships and partnerships inside and outside the church.

The Canon Missioner's portfolio is

- to develop the Cathedral as an Intercultural Worshipping Community;
- lead Equity, Diversity and Inclusion work;
- strengthen the Cathedral's outreach and public engagement in social justice;
- and to develop our ecumenical and interfaith work.

Foreword

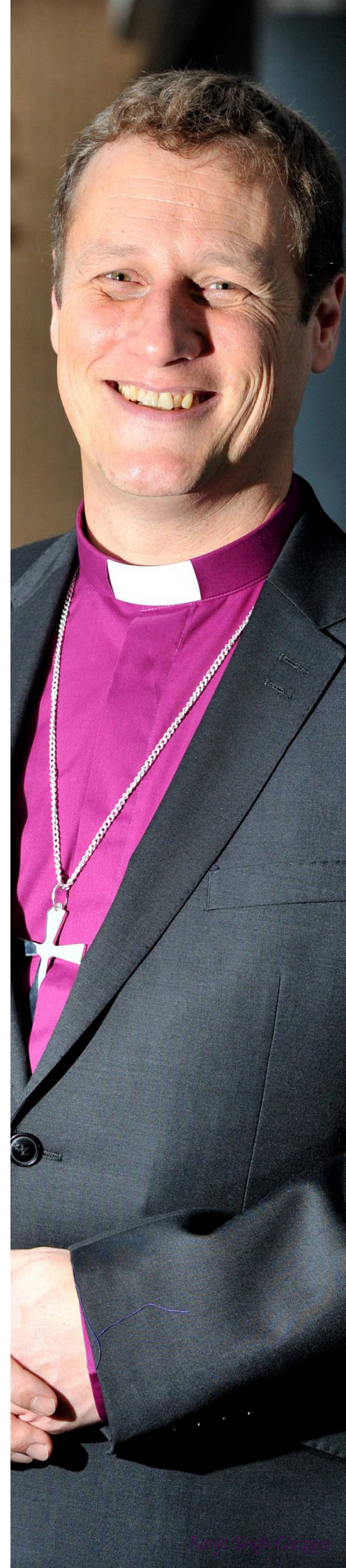
from the Bishop of Leicester

Leicester Cathedral is at a very exciting moment in its history. The renovation of the building is nearly complete, and a new Dean has recently been welcomed. In addition, a new Chief Operating Officer and several other new staff will be starting in the coming weeks – all focused on ensuring the Cathedral can serve the diverse communities of Leicester and Leicestershire, and proclaim the gospel afresh in this generation.

The Canon Missioner will take their place in this new team, with specific responsibility for leading outreach and engagement, and for developing the Cathedral as an intercultural worshipping community. We are particularly keen to receive applications from UK Minority Ethnic / Global Majority Heritage (UKME/GMH) people who are currently under-represented in the Cathedral team. The Diocese more generally has increasing numbers of UKME/GMH people entering ministry, and we hope the Canon Missioner will play a role more widely in the Diocese in encouraging intercultural learning.

I look forward to meeting applicants and want to assure you of my prayers as you discern God's leading.

*Martyn
Bishop of Leicester*



Introduction

from the Dean of Leicester

I'm delighted that you are exploring whether you may be called to be a Residentiary Canon and Canon Missioner at Leicester Cathedral. I hope this document, and its links, helps you understand us and what we are looking for in a new colleague for you to discern whether this role might be for you.

The mission of Leicester Cathedral is to be a beating heart for City and County through our Worship, Welcome and Witness – confidently Christian in an multicultural context. We have recently re-opened our refurbished Cathedral and, later in 2024 our Heritage and Learning Centre will open. We have an ambitious activity plan to reach and welcome new and diverse audiences to participate in our cultural and worshipping life as visitors, pilgrims and worshippers. In my imagination the Cathedral has no walls, being open and accessible and where all identities and cultures see themselves and feel seen.

You will be joining us in a period of new beginnings. This Easter was the first time in five years that we celebrated the festival as a community in the Cathedral building. Over the last year there have been significant changes in the membership of our governance committees, staff, and worshipping communities. My appointment as Dean from Residentiary Canon and Acting Dean in March this year has offered both continuity and a reset. Cathedral life is always varied, and this role will suit you if you are looking for significant leadership opportunities and have the humility and humour to work well in a team. It offers the opportunity to be part of reshaping the Cathedral as we look forward to marking our 100th anniversary in 2027.

We face the challenges of our new start as a visitor venue with a stretching activity plan, familiar financial pressures, and the desire to see more disciples and deepening discipleship among our congregation. At the same time we benefit from solid financial management; a superb choir, musicians and singing outreach programme; and committed staff and Chapter trustees with a strong sense of teamwork and purpose.

I am looking for a colleague whose ministry is shaped by the Anglican five marks of mission, and who is at home in



the church (Cathedral is as churchy as it gets!) and in the world. You will be able to move between cultures and faiths, enjoy building relationships with others and be able to lead and manage others in partnership and project work that brings benefit in the local community and especially the most vulnerable. I hope you will love a challenge and working with others and help us to unlock the possibilities our new buildings and ever-new worshipping community bring.

Conscious of our role at the heart of the Diocese and our choral worshipping tradition we are attending to being an intercultural worshipping community in our multicultural context. Our outreach and engagement, as well as the arts and cultural events we curate, are at the heart of our witness in the public square. Please check out our Strategic Plan (leicestercathedral.org/strategic-plan) for more detail about these broad streams of our work.

This post is open to priests who have been in holy orders for six years or more and who are able to minister in the Church of England. Leicester Cathedral is committed to equity, diversity and inclusion for all its staff and volunteers, and we are explicitly inclusive of all, whatever their gender, race, sexual orientation, gender identity, or disability.

Recognising the complexity of cathedral life and the breadth of responsibilities, I know it is a rare thing for anyone to completely match a role profile. Please get in touch by calling or coming to visit to explore things further with us.

If what we have written catches your attention and connects with your heart and passion, then we would love to hear from you.

Pray for us, as we pray for you in this discernment.



Karen Rooms
Dean of Leicester



Background Information

Leicester Cathedral

The Cathedral Church of St Martin was made a cathedral in 1927, after the Diocese was established in 1926, and sits in the City's old medieval centre, near the Guildhall and marketplace. In 2015 King Richard III was buried in the Cathedral bringing a tenfold increase in the number of annual visitors.

In 2022, the Cathedral closed to undergo a £17 million transformation project, *Leicester Cathedral Revealed*, designed to make the Cathedral space more open for learning, improve visitor flow, and enhance everyone's experience of the Cathedral. The construction phase of the project will be completed in autumn 2024.

The Cathedral offices are based in Cathedral Gardens in the [St Martins House](#) conference centre, alongside [Café No:7](#) and the [Christian Resources Leicester](#) bookshop. From later in 2024, our neighbours in Cathedral Gardens will include [One Roof Leicester](#) (who accommodate and support people who are homeless) close to [St Martins Lodge](#) – luxury accommodation from which profits contribute to Diocesan clergy stipends and pensions.

Worship and Welcome

Worship lies at the heart of Cathedral life – Morning Prayer, Eucharist, Evensong – and our choirs offer lively expression of the choral tradition. Music has been a vital expression of inclusivity with this cathedral being the first to have a Girls Choir (we are approaching its 50th anniversary). The Sunday Eucharist currently has an average weekly attendance of 100.

Most of our visitors come to see the tomb of King Richard III and the purpose of the *Leicester Cathedral Revealed* project is to enhance visitor experience and attract new audiences. We have a developing programme of exhibitions, concerts and events and it is our prayer that every visitor will experience something of God here. The Cathedral currently welcomes c.9,000 visitors a month.



Leicester

In the 2021 census, 23% of Leicester residents described themselves as having no religion, 24.7% as being Christian, 23.5% Muslim, 17.9% Hindu, and 4.5% Sikh.

41% of Leicester residents were born outside the UK, and over a third arrived in the city in the last 10 years. 43.4% of people described themselves as being of Asian origin with 40.9% being of white origin. Leicester also has significant Eastern European, Black African (largely Somali and Nigerian), and Caribbean populations.

Because of this mix, activities in Leicester attract international interest. Diversity and inclusion are the watchwords for the city, and a source of pride to many people. It is considerably more diverse than the county of Leicestershire and nearby Rutland, and the Cathedral is conscious of its role as the 'mother church' for both City and County.

The Diocese of Leicester

Re-founded in 1926, Leicester is one of the youngest dioceses in England. The present Diocesan Bishop, The Rt Revd Martyn Snow, was welcomed in May 2016, and the Suffragan Bishop of Loughborough, The Rt Revd Saju Muthalaly, was welcomed in January 2022.

The boundary of the Diocese is almost coterminous with the county of Leicestershire, which has a total population of just over one million people.

The Diocese is divided into two archdeaconries, broadly covering the west and east of the county. It is a family of over 320 churches, 234 parishes, almost 100 [schools and academy trusts](#), and a growing number of [fresh expressions of Church](#), in villages, market towns, and the city of Leicester across 10 [deaneries](#). With the Kingdom of God as its vision, it looks to encourage every Christian in their faith, [vocation](#) and [ministry](#) as they grow in the depth of their own faith, share their faith in conversation with others, and look for opportunities to act in loving service of others.

A new Minster Communities framework is being negotiated across the Diocese and will help local worshipping communities to grow the Kingdom of God and live out our everyday faith within the resources available to them. The Diocese has five strategic priorities and the Cathedral contributes in most of these: [New Communities](#), [Intercultural Communities](#), [Eco Communities](#), [Intergenerational Communities](#), and [Reconciling Communities](#).



External relationships

Leicester Cathedral has a good reputation for inter-faith and inclusive hospitality – hosting Sitar concerts, saying the Lord's Prayer in different languages, working with St Nicholas (an Inclusive, largely LGBTQ+ Church) and inviting ecumenical and other faith leaders to speak at civic services.

The Cathedral has good relationships with [Leicester City Council](#) and works with its officers to realise the benefit of so many visitors to the Cathedral and to the city more widely.

The St Philip's Centre sits at the heart of the Diocese's interfaith engagement and there is a longstanding Leicester Council of Faiths. The development of better connection with younger people, through the local universities and colleges is a key opportunity. The Cathedral has been involved in social justice issues working with street pastors, Leicester City of Sanctuary, Leicester's Homelessness Charter, the multifaith night shelter, and was forward in promoting the hosting and welfare of Ukrainian refugees. It was a founding member of Leicester and Leicestershire Citizens.

Finance and governance

The financial sustainability of the Cathedral is a key focus and an ambitious Business Plan is in place for the next three years. Some fundraising remains necessary to fund the archaeology associated with the *Leicester Cathedral Revealed* project.

Under the Cathedrals Measure (2021) the Cathedral became a registered charity in November 2023 and all governing committees and the Chapter were (re)recruited and reset.

Developing in best practice and compliance with the new regulations is an ongoing task.

Safeguarding children and vulnerable adults

The appointed candidate will need to satisfactorily complete an Enhanced DBS check. The post holder is responsible for safeguarding the interests of children and vulnerable adults who they come into contact with during their work.

To fulfil these duties, the post holder is required to complete training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report on concerns that they may have.



Useful Resources

The following websites may be of interest to people exploring a call to this role:

[Leicester Cathedral](#)

[Diocese of Leicester](#)

[Leicester City Council](#)

[Leicestershire County Council](#)

[Leicester Council of Faiths](#)

[Visit Leicester](#)

[St Philip's Centre](#)

Key relationships

Internally

The Dean and Residentiary Canons, Chief Operating Officer, Head of Visitor Experience and their team

Diocese

Director of Intercultural Worshipping Communities, Diocesan Racial Justice Unit, Social Responsibility Panel, City Deanery/ Minister Communities, Administrative Manager of St Martins House, David Wilson Centre

Externally

St Phillip's Centre, Leicester & Leicestershire Citizens, One Roof Leicester, Leicester's Homelessness Charter, University Chaplaincies



Key Responsibilities

There will be times when you need to be confidently leading the Cathedral community, driving a project forward, or initiating new work. At other times you will be working in partnerships outside the Cathedral. In some areas of work you will be supporting the Dean, or playing your part in the team and in many aspects you will be developing the skills, capacity and gifting of others.

Intercultural Community Role

- Lead the Cathedral's growth into being an authentic Intercultural Worshipping Community, and support the Canon Precentor to strengthen intercultural worship
- In collaboration with the Canon Precentor and Canon Pastor, to oversee congregational development at the Cathedral
- Lead in the direction and delivery of Racial Equity, Diversity and Inclusion among staff, volunteers and worshippers across the breadth of Cathedral operations, activities, and programmes.

Outreach and Engagement

- To build, expand and diversify existing relationships and partnerships so that the Cathedral continues to be a beacon of hospitality and outreach
- Lead in the direction and delivery of our inter-faith work, working closely with the St Philip's Centre and building links and networks in the City and County
- To lead in the direction and delivery of community outreach and engagement activities for social justice, including use of the David Wilson Centre, participation in Leicester and Leicestershire Citizens, and building on existing partnerships, for e.g. Feeding Leicester and the Anti-Poverty Network.
- To work with the Senior Management Team, Chapter, and members of the Visitor Experience Team to ensure the delivery of a programme of arts and cultural opportunities gives voice to underrepresented groups and enables Leicester Cathedral to offer a prophetic voice in the public square
- To represent the Cathedral in ecumenical and wider diocesan forums.



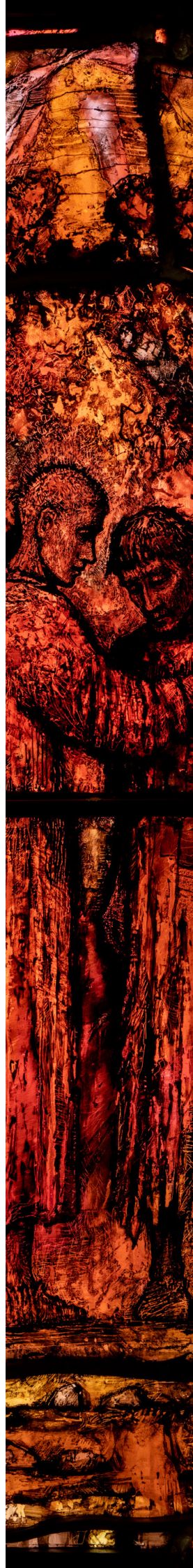
Residentiary Role

- To provide inspiring leadership in the Cathedral whilst being a thoughtful team player among clergy colleagues and Chapter members
- To support the flourishing of the Cathedral at public events and in its connections to all its stakeholders, especially those who are not presently engaged with the Church
- To lead and preach and listen across the Diocese as an ambassador for the Cathedral
- To encourage intercultural learning across the Diocese
- To lead and preach regularly in Cathedral services.
- To attend the daily office of Morning Prayer on working days, and regularly attend Evening Prayer/Choral Evensong.
- To share in Residence, which includes presiding at a higher number of services when on duty and being the 'back-stop' for any pastoral issues that may arise. Residence weeks are shared equally among all residentiary clergy.
- To undertake an annual review meeting with the Dean, the line manager, and to attend regular line management meetings.

Governance

As an executive residentiary canon who carries out Cathedral duties, you will have significant governance and leadership responsibilities. You will play your part in delivering the vision and strategy for the Cathedral and in managing its resources to deliver that strategy. It will be your responsibility:

- To think theologically and bring the issues held in your portfolio to Chapter and committees for scrutiny and review
- To be an active member of Chapter, meeting six times a year
- To lead as a member of the Chapter Executive Team (Dean, Residentiary Canons, COO, CFO) who meet weekly to lead the organization and ensure that the Chapter's decisions are followed. With them, to shape thinking, discern and ensure delivery of the Strategic Plan, including LCR project outcomes.
- To lead as a member of the Senior Management Team (Exec plus Senior Managers) who meet monthly in place of the Exec meeting. With them, to oversee and scrutinise the Cathedral's business operations and contribute to strategic management decisions.
- To attend the College of Canons
- To be a member of the Personnel, Health and Safety Chapter sub-committee, holding the EDI brief
- To participate in task and finish groups as agreed and as necessary.



Person Specification

We want to be surprised by who might apply to this role.

The following tries to note some of the skills that someone could bring.

If you feel called to apply, or feel experienced and skilled to do so, or you are intrigued to explore this role in a place like Leicester, then please complete an application.

None of us comes fully formed into these roles and this is a place where we grow as people, helping each other to acquire new skills and to discover new gifts.

This job description is an operational document that does not form part of the contract of employment. It may be that from time to time the Canon Missioner is asked to perform tasks that may not be expressly in the job description but are nonetheless necessary in the day-to-day performance of their duties.

Leicester Cathedral reserves the right to amend the job description as it may be necessary from time-to-time to meet the changing needs of the organisation.

Evidence to be provided as below:

A	Application form
I	Interview
T	Test/assessment
C	Certificate

Criteria	Skills	Essential	Desirable	Evidence
Vocational	A priest at least six years in holy orders in good standing with the Church of England	✓		A/C
	Evidence of continued professional development	✓		A/C
	A passion for the mission of God through the work of cathedrals	✓		A/I
	Ministry shaped by the Anglican Five Marks of Mission		✓	A/I/T
Experience	Developing intercultural worshipping communities	✓		A/I
	Experience of delivering cultural / institutional change across Equity, Diversity and Inclusion	✓		A/I
	Interfaith and ecumenical work	✓		A/I
	Engagement in social action and social justice	✓		A/I
	Ministry in the public square or wider diocese		✓	A/I
	Enabling people to grow in discipleship and service of others	✓		A/I
	Use of the arts for communication and engagement		✓	A/I
	Governance – boards, committee work, PCC		✓	A/I
	Work with vulnerable people		✓	A/I
	Project delivery	✓		

Skills and competencies	<p>A self starter who organises and manages their time and priorities well</p> <p>A leader with the ability to empower and motivate others</p> <p>IT and Social media competence</p> <p>Able to build teams and effective partnerships</p> <p>Able to both understand the big picture yet contribute to granular details</p> <p>Ability to communicate clearly and inspire others</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I/T</p>
Values and behaviours	<p>A team player who works collaboratively and can work well with other leaders</p> <p>Ability to demonstrate care, common sense, and courtesy in dealing with others</p> <p>A reflective practitioner who learns from experience and seeks to innovate</p> <p>To be in sympathy with and to uphold, embody, promote and further the Cathedral's aims, values, policies and mission</p> <p>Prioritizes self-care and their own well-being</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
Equality, diversity, and inclusion	<p>Understanding of and commitment to equality of opportunity</p>	<p>✓</p>		<p>A/I</p>
Other	<p>An ability to maintain the highest standards of confidentiality and trust in areas of safeguarding and data protection</p> <p>Willing and able to work flexibly</p> <p>Willing to undertake ongoing ministerial development and training, including safeguarding training</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p>



How to Apply

Application forms can be found on the Cathedral website (leicestercathedral.org/vacancies). Please complete these, demonstrating how you meet the criteria and skills set out in the role description.

Applications should be sent by **email** to:
Adaeze.Ebodili@LeicesterCofE.org

Completed applications are required by
11.59pm on Wednesday 24 April 2024

Shortlisting will take place on Monday 29 April 2024.

Interviews will take place on Thursday 23 May 2024.

Full details of the interview process will be provided to short-listed candidates nearer the time.

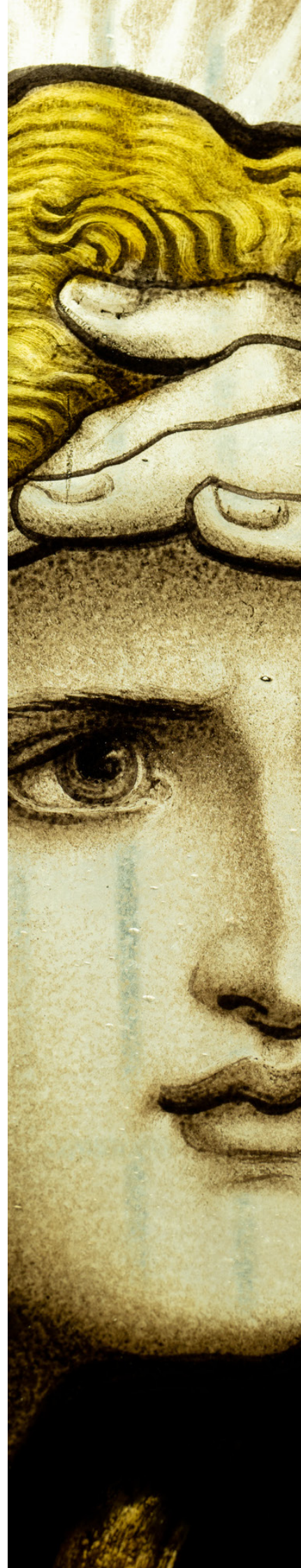
Exploring this post further with the Dean of Leicester

Candidates wishing to have an informal conversation about this role with The Very Revd Karen Rooms may email her to arrange a phone call or Zoom meeting.

Please contact: **Karen.Rooms@LeicesterCofE.org**

Working Hours and Annual Leave

Office holders are required to work flexibly ensuring their own well-being. Office holders are entitled to a full 24 hours off every week. Our Bishops encourage clergy to try to take a 48 hour leave period every month. Six weeks annual leave is available in addition to Bank Holidays. Leave is worked out in negotiation with the Dean and Executive.



Terms and Conditions

Disclosure and Barring Service (DBS)

Formerly known as Criminal Records Bureau (CRB)

If this post requires a standard/enhanced disclosure by the DBS, it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

Safeguarding Children and Vulnerable Adults

The post holder is responsible for safeguarding the interests of children and vulnerable adults who they come into contact with during their work. To fulfil these duties, the post holder is required to complete training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report on concerns that they may have.



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All information is correct at the time of printing
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