

### Deputy Director of Discernment and Formation (Clergy Development)

<b>Business Unit</b>	Episcopate and Leadership
<b>Location Details</b>	St Francis College Milton
<b>Employment Status</b>	Part Time (0.5 FTE) 3-year Contract
<b>Reports To</b>	Director of Discernment and Formation
<b>Direct Reports</b>	Nil
<b>Key Relationships</b>	<b>Internal:</b> Principal, St Francis College Regional Bishops Ministry Education Commission Clergy The broader Anglican Community
	<b>External:</b>

## Who We Are

The Anglican Church Southern Queensland (ACSQ) is one of 23 Dioceses that form the Anglican Church of Australia. ACSQ works to care for and improve the life of the community through our network of parishes, schools, education and care services, community services, ministry education, and social justice and advocacy. We operate 133 parishes, 14 schools, a theological college and a significant number of residential community and social service programs.

### Our Vision

*Flourishing faith communities: proclaiming and serving, worshipping and learning*

### Our Mission

*The Mission of the Church is the Mission of Christ – to proclaim the good news of the kingdom of God.*

- To teach, baptise and nurture new believers;
- To respond to human need by loving service;
- To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation;
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth;
- To worship and celebrate the grace of God;
- And to live as one holy Catholic and apostolic Church.

### Our Values

*We aim to be:*

- **Faithful** – steadfast in love for God and each other and steadfast in purpose to undertake God's mission
- **Imaginative and creative** – being intentional about reforming culture and traditions for God's world
- **Courageous** – to risk new things and where necessary to make bold decisions
- **Authentic** – being genuine and confident in living and speaking about what we believe as followers of Christ
- **Comprehensive** – being welcoming and respectful of a broad range of ideas, people, and approaches, and open to dialogue and learning

## Your Role and Purpose

This role has three main functions. First, to manage the post-ordination (graduate clergy) training program for the ACSQ. Second, to play an assisting role in the development and delivery of the Ordained Ministry Formation program. Third, to work with parish clergy who are in a supervisory role to ensure that they are able to carry out their role as trainers of students and curates.

The Deputy Director of Discernment and Formation (Clergy Development) has responsibility for the following:

Manage the development and delivery of a post-ordination (graduate clergy) training program.

Assist the Director of Discernment and Formation in the development and delivery of the Ordained Ministry Formation program, with particular responsibility for the supervised field education strand.

Facilitate the training and support of supervising clergy for Formation students and curates.

Encourage and facilitate ongoing clergy training and development.

The Deputy Director of Discernment and Formation (Clergy Development) reports to the Director of Discernment and Formation.

## Key Accountabilities

### *Graduate Clergy Development*

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- ▷ Provide ministry development to those in the first three years after ordination through the development and delivery of a comprehensive post-ordination (graduate clergy) training program which aligns with the Ordained Ministry Formation program,
- ▷ Provide guidelines for supervising clergy who have students and/or curates,
- ▷ Deliver regular and ongoing relevant support and training for supervising/training clergy,
- ▷ Maintain the policy and procedure document Supervised Field Education as the definitive guide to supervised field education in the Diocese of Brisbane.

### *Ordained Ministry Formation*

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- ▷ Assist with the planning, delivery, and evaluation of the Ordained Ministry Formation program through St Francis Theological College. Specifically collaborating with the Director of Discernment and Formation in:
  - maintaining a relevant and comprehensive curriculum,
  - reviewing and refreshing the curriculum to reflect best practice in ministry.
- ▷ Assist in the delivery of supervised theological field education, collaborating with the Director of Discernment and Formation in the following areas:
  - Appropriate placement of students in parishes or other ministry settings,
  - facilitating the appropriate training of field education supervisors.
- ▷ Assist, where required, in the assessment of student participation and engagement in the formation program, particularly in Supervised Field Education.

## *Member of the St Francis College Team*

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- ▷ Work as a member of a team with the Deputy Director of Discernment and Formation (Clergy Development), the MEC Executive Director, the Academic Dean and other staff of the Commission.
- ▷ Collaborate with colleagues on the development and delivery of ordained ministry formation programs.
- ▷ Keep abreast of trends in discernment and ordained ministry formation.
- ▷ Provide relevant advice to the Archbishop and Bishops on matters relevant to the formation and licensing of clergy and lay ministers as required.
- ▷ Participate actively in the worship life of the College.
- ▷ Promote and enhance the services and image of St Francis College.

## *Other Duties*

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- ▷ Promote and uphold the values of the ACSQ at all times.
- ▷ Respect the privacy of clients and staff, ensuring information relating to residents, clients and staff is not to be disclosed, or damage the reputation, viability or profitability of the ACSQ.
- ▷ Work in collaboration with other team members and contribute to a team culture that is productive, professional, collaborative, flexible and aligned to Diocesan values.
- ▷ Undertake work practices in a safe manner and comply with work health and safety instructions, within relevant policies and procedures.
- ▷ Your responsibilities also extend to any tasks outlined on a duties list, or any other tasks delegated to you by the Archbishop, provided that those new job requirements are safe, efficient, relevant, legal and within your abilities.
- ▷ Act as a resource to others in the Diocese in ministry and mission initiatives.
- ▷ Attend Conferences and Summer Schools as appropriate.

## *Planning and Management*

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- ▷ Ensure that all major expenditure and asset purchases are warranted, prudent, and provide value for money for ACSQ

## *Financial Management*

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- ▷ Accounts payable: receive invoices, confirm liability for payments, authorise payments

You are expected to carry out these duties in compliance with the policies and procedures prescribed by the Canons of the Anglican Diocese of Brisbane.

## Key Skills and Experience

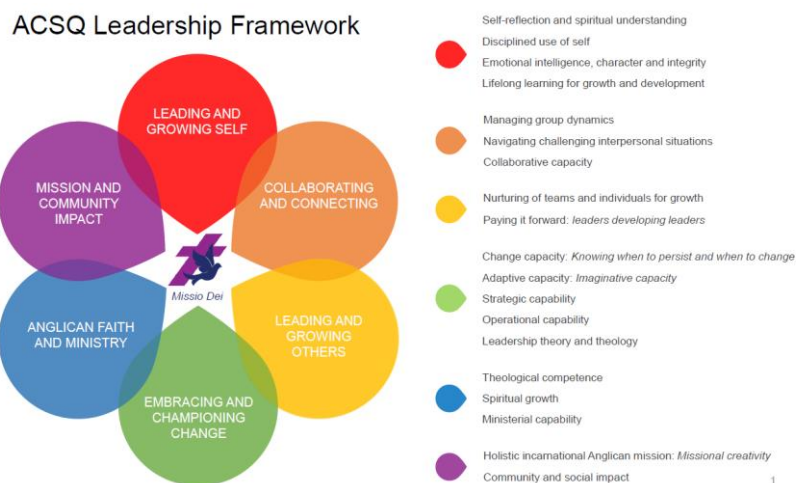
- ▷ A theological qualification which aligns to the mission of the Church
- ▷ Proven ability to manage multi-level stakeholder engagement through strong influencing strategies.
- ▷ Experience in helping people to discern lay and ordained vocations.
- ▷ Comfortable operating in a complex environment and navigating to achieve "win-win" outcomes.
- ▷ Inspirational leader who understands the requirements of change leadership and is able to apply this leadership style successfully.
- ▷ A proven record in strategy development and execution through program delivery and project management.
- ▷ Engaging communicator with confidence and humility.
- ▷ Well-developed written skills and report writing.
- ▷ Adaptability, flexibility and resilience for personal performance and effectiveness.

## Role-Specific Requirements

- ▷ Tertiary qualifications in theology, ministry, education or a related discipline with relevant experience, or extensive relevant experience and proven competence.
- ▷ Ability and willingness to travel within the Diocese.
- ▷ Hold and maintain a current National Police Certificate and Blue Card, (or the ability to acquire them).
- ▷ A current Driver's License

## Leadership

The Deputy Director of Discernment and Formation (Clergy Development) is a key leadership role within the Anglican Church of Southern Queensland. As such, it is expected that that person selected for this role will embody and model leadership attributes that align with our ACSQ Leadership Framework.



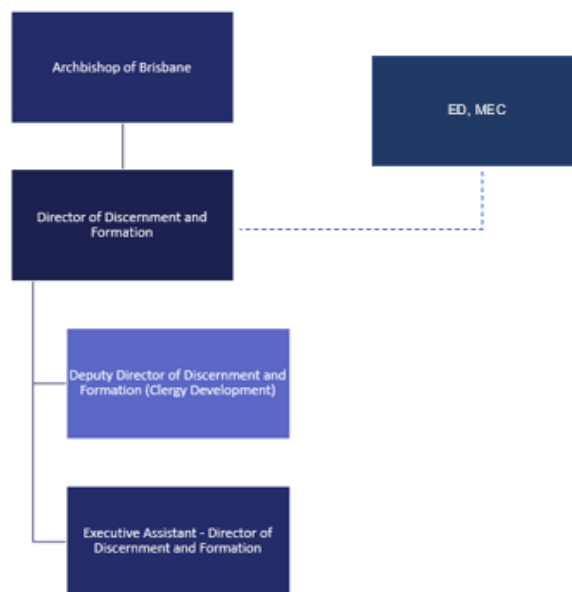
More information about the ACSQ Leadership Framework can be found here:

<https://www.faithfulandeffective.com/events/development-sessions/>

## Decision-Making Authority

As per the ACSQ Delegation of Authority Schedule

## Our Team



### *Disclaimer*

You are expected to undertake your own work practices in a safe manner and comply with the instructions given for workplace health and safety within the relevant Policies and Procedures.

This role description is designed to cover only the most important and prevalent job functions. However, your responsibilities also extend to any tasks outlined on a duties list, or any other tasks delegated to you by your manager or supervisor, provided that those new job requirements are safe, efficient, relevant, legal, and within your abilities.

### *Other Information*

ACSQ is an equal opportunity employer and is committed to providing a safe and healthy work environment free from discrimination, harassment or bullying.

Successful applicants are expected to acknowledge and comply with the ACSQ Code of Conduct.