

The Mission to Seafarers

Caring for seafarers around the world



Regional Director (Part-Time – 20 hours/week), Mission to Seafarers Canada

The Mission to Seafarers, with international headquarters in London, UK, has grown to become one of the largest port-based welfare operators in the world, providing service in 200 ports, 365 days a year across 50 countries. In addition to charitable giving, the Mission ministry work to meet the spiritual needs of seafarers. As a church-based maritime welfare organization, the Mission activities are driven by faith and social responsibility.

Who We Are

The Mission to Seafarers Canada (MtSC) is a “federation” of all the independent Mission to Seafarers-affiliated centres in Canada. Located in Vancouver; Thunder Bay; Sarnia/Lake St. Clair; Windsor; Southern Ontario (consisting of Port Colborne, Hamilton, Toronto and Oshawa); Saint John and Halifax, with a new station coming online soon in St. John’s, NL, MtSC serves the Seafarers on ships both foreign and domestic who arrive in our ports.

The Missions themselves, in various ports across Canada, have been in existence since the early 20th Century, but remained independent from each other. MtSC was officially founded in 2015, incorporated federally in 2019 and received our Canadian Charitable Status in 2021. Each Mission is independently incorporated provincially, and all have their provincial charitable status.

Our original Constitution (and later our Bylaw #1) is based on our Five Strategic Pillars:

REGIONAL CORE AND COMMUNICATIONS AMONG LOCAL STATIONS
PROFESSIONAL DEVELOPMENT
PARTNERSHIPS
PUBLIC RELATIONS
FUND RAISING

While the first four pillars have created a much stronger union among the staff and volunteers at our Canadian stations, and have also created better relationships with our International Headquarters (IHQ) in England, Fund Raising is the one that now needs the most of our efforts and attentions.

The Covid-19 pandemic resulted in a significant loss of donations and fundraising ability. We are now in a position to create a national fundraising strategy, and this is of critical importance.

Our organization is both very old and very young: we have the benefit of the great experiences achieved in all regions of the world since 1856 (and indeed since 1837 when the first chaplain boarded a ship in Bristol Harbour), and we have experienced the enthusiasm and support of our colleagues in Canada over the past few years as our organization has grown. This is an exciting and challenging time for the Mission to Seafarers Canada.

What We Need

The Mission to Seafarers Canada is seeking a part-time Regional Director. This is a remote-based position. The successful candidate must have the right to live and work in Canada. Criminal Record Check/Vulnerable Sector will be conducted on the successful candidate.

Role Description

Organization: The Mission to Seafarers Canada

Role Title: Regional Director

Reports to: Chair of the Board of Directors (“Chair”) and the Board of Directors (“BoD’),
Mission to Seafarers Canada

Location: Remote Work

Salary: \$25,000 per year based on a 20 hour/week

Role Purpose

Working closely with the Chair and the BoD, the Regional Director has overall responsibility for the leadership and guidance of the local Missions to Seafarers in Canada and the Associate Member Missions in the USA.

The key focus areas of the role are to:

- Provide leadership and guidance, spiritual and administrative, to the local Missions
- Advance the Mission’s strategic direction
- Ensure continued alignment with core Christian and charitable purposes
- Sustain unity and coherence across the local Missions
- Lead communications on the Mission’s purpose and strategy
- Maintain and develop relationships with key external partners and stakeholders
- Support leaders, chaplains and other key personnel in the local Missions
- Contribute “thought leadership” within the maritime industry, especially in regard to crew welfare

Reporting Structure:

The Regional Director will be accountable to the BoD, represented by the Chair.

The Regional Director will participate in meetings of the global Regional Directors and IHQ as scheduled from time to time.

PERSON SPECIFICATION

Experience and Knowledge

- Proven strong leadership qualities to inspire, motivate and empower others to achieve the Mission's strategic and operational objectives
- Strong and demonstrable Christian commitment with "good standing" church allegiance, preferably within the Anglican Church or a church "in communion". Ordained candidates must provide proof of ordination and license or permission from their Bishop.
- Experience of influencing or persuading others and gaining agreement to ideas and courses of action they might otherwise not have considered
- Adaptable and experienced with change management
- Knowledge of the shipping industry is an asset
- Ability to give a theological perspective on issues facing the Mission, such as interfaith relations and social justice, and a commitment to the "five marks of mission"

Competencies and Skills

- Excellent verbal and written communication skills including the ability to capture attention, generate enthusiasm and promote the Mission convincingly to varying audiences including the media
- Exceptional interpersonal skills and the ability to build partnerships and network effectively at high levels and on the ground
- Ability to analyze complex information, problems or situations and to develop appropriate strategies or plans
- An ability to take a broad-based view of issues and events and an understanding of their longer term impact or wider implications
- Ability to maintain effective working relationships with the Chair, other members of the Board and the Mission's leadership team
- Ability to walk "tightropes" with balance and openness, recognizing and affirming of the Mission's complexity, including its theological and faith diversities and the full breadth of its stakeholders and partners, religious and secular
- Strong knowledge of corporate finance and fiscal responsibilities
- Strong knowledge of board governance principles and managerial best practices
- Experience with various social media platforms with ability to upload posts to promote the Mission

- Proficiency in computer use particularly with Microsoft Office products

Personal Attributes

- A high-performance individual with a strong personal commitment to excellence
- Passion and enthusiasm for the Mission's purpose
- Personal integrity and gravitas, with a demeanour that can quickly generate trust and command the respect of staff, BoD and all those with whom the Mission has key relationships
- Resilience and an ability to remain calm and deliberate under any conditions
- Well developed listening skills and the ability to demonstrate sound judgement, sensitivity and political awareness
- Willingness and ability to travel extensively to all relevant parts of the world
- Ability to effectively manage competing demands, judge priorities and maintain a healthy work – life balance
- A strong commitment to an ecumenical and multi-faith approach
- A team player with a collaborative approach to work

RESPONSIBILITIES:

Leadership

- Act as a visible leader of influence to the Mission
- Provide vision, strong strategic leadership and a focus for unity
- Ensure high quality of support and accountability, working to inspire a good Mission culture in line with our values and standards
- Model good communication
- Inspire commitment to common Mission purpose
- Ensure high professional standards
- Recognise the complexities and diversities within the Mission and be able to respond with flexibility, openness and with appropriate leadership strategies. As each Mission is an independent entity, leadership will be more nuanced with a focus on dialogue, inspiration and influence
- Maintain personal education and training as relevant

Spiritual leadership

- Provide spiritual leadership to the Mission within a spirit of pastoral care and compassion
- Work closely with Senior Chaplains, Chaplains and other colleagues to ensure spiritual leadership is given a high priority across the Mission.

Strategy

- Support the Board in setting the five-year strategy

- Ensure the development of a shared and “owned” strategy, one which is dynamic, flexible, creative, sustainable and responsive to an ever-changing maritime industry within an overarching objective of meeting seafarer needs
- Ensure effective stakeholder engagement in strategy setting
- Regularly review the strategy to ensure its continued relevance, flexibility and sustainability in the light of changing circumstances, external and internal
- Provide regular strategic updates to the Board

Alignment

- Ensure the Mission maintains alignment to its core Christian mission purposes
- Ensure it is focused on its charitable aims with regard to seafarers and their families
- Ensure an appropriate alignment in relation to the wider Anglican communion, balancing the recognition of our independent and voluntary status as well as our commitment to integral and appropriate partnership

Internal Relationships

- Give a high priority to promoting unity and coherence across the mission, recognising its sensitivities and diversities
- Where appropriate facilitate key events such as national conferences
- Ensure regular one to ones with all key leaders
- Maintain strong relationships with Mission leaders and their Boards of Directors
- Visible on the ground presence within the Mission, ensuring a careful, intentional, regular and sustainable travel schedule, prioritising key events, maximising relationship building and focusing on strong outcomes in line with responsibilities

Communication

- Build the profile of the Mission with industry, church, supporters and wider stakeholders
- Lead and inspire a culture of strong communication, both within the Mission and in relation to external stakeholders, supporters and partners
- Act as senior spokesperson and advocate for the Mission
- Provide articles to the Mission’s internal publications, including its blogs, social media posts, the FAN magazine and The Sea as relevant
- Contribute “thought leadership” within the maritime industry, especially in regard to crew welfare
- Provide articles for wider publication, especially in the maritime and church press, seeking access where possible
- Respond to all relevant media opportunities
- Speak on behalf of the Mission at relevant events, including conferences and maritime dinners

External relationships

- Sustain a clear emphasis on maintaining and developing strong levels of co-operation and partnership with external stakeholders, with a focus on high level leadership. This will include the maritime industry, maritime missions and welfare organisations, and the wider Anglican Communion (especially our colleague Partners in World Mission organisations)
- Fulfil responsibilities as an ex officio Board member .
- Promote ecumenical co-operation in the services of seafarers, within our local port contexts
- Ensure a continuing thorough knowledge of the shipping industry, its trends and challenges
- Seek to maintain a profile as a significant industry leader and commentator in relation to well-being, justice and welfare issues as they impact on seafarers and their families
- Encourage understanding and debate across the churches in relation to maritime issues, seafarer ministry and well-being

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