



# The Mission to Seafarers

Appointment Brief

**Chaplaincy Worker, Port of Southampton**

September 2024

## About The Mission to Seafarers

With a history dating back to 1836, The Mission to Seafarers (“MtS”) supports the men and women working at sea when they need us most through providing emergency assistance, practical support, and a friendly welcome in ports all over the world. Operating under the trusted sign of the “Flying Angel”, MtS touches the lives of seafarers in numerous ways, responding to their needs and connecting them with local communities, including providing:

- Advocacy, advice, and counselling
- Communication, transport, and centre hospitality
- Emergency response
- Hospital and prison visitation
- Ship visitation
- Spiritual support

There are an estimated 1.89m seafarers across the world operating on 74,000 ships. These men and women, of all nationalities, spend up to nine months at sea, far from families, friends and loved ones.

The Mission to Seafarers (“MtS”) has a presence at over 200 ports in 50 countries, operating day and night, 365 days a year. As a Christian-based organisation, our help is importantly offered regardless of nationality, rank, faith or no faith.

Our core work is face-to-face ship visiting which is undertaken by our chaplains, welfare officers, ship visitors, volunteers and centre managers. In more recent years, we have added a digital element to our work in response to the pandemic and the increased speed of ship turnaround times in ports.

In addition to our port-facing work, we have also expanded our portfolio of services to include Family Support Services in the Philippines and India, WeCare training courses in social communications, financial wellbeing and suicide awareness and MtS’s Happiness Index.



## Our Values and Culture

MtS is a collaborative, collegiate and respectful organisation. We place great importance on our values which define and reflect our organisational culture.

- **Pioneering:** We encourage innovative thinking and seek to be flexible and entrepreneurial in our ways of working.
- **Inclusive:** We are unconditionally committed to the support of all seafarers and their families without discrimination.
- **United:** We are one global, intergenerational, multicultural family united in vision and purpose, while respecting diversity of culture and context.
- **Collaborative:** We are co-operative in our approach to our work – in relation to individuals, the church, ecumenical partners, and organisations and institutions that work for the welfare of seafarers.
- **Accountable:** We are accountable as stewards of the resources entrusted to us, to each other in recognition of our mutual inter-dependence and to those charged with governance at station, regional and international level.
- **Caring:** In all our dealings we strive to behave with compassion, to act with integrity and to treat everyone with respect.



## Background to the Role

MtS has a long history of ship visiting. Whilst the vast majority of seafarers are men, with only around 2-3% of the seafaring population being female, one of MtS's key priorities for this role is to be in a position to better address the needs of women seafarers who predominantly serve on cruise ships.

Southampton is in line to become one of MtS's major Welfare Hubs and is one of the ports where we encounter a relatively large number of women seafarers. As part of this expansion, it is hoped to develop a new seafarers' centre, in partnership with other welfare agencies and facilitated by the Merchant Navy Welfare Board. We are also in the process of increasing our volunteer base to enable us to offer a more comprehensive service to seafarers in the port.

### The needs of women seafarers

In 2022 MtS undertook a study entitled '*Women Seafarers Report 2022*'. This was done in the knowledge that only 2-3% of seafarers are women, but we wanted to establish how best MtS might serve this group of people.

From our own reports, we know that the majority of the women seafarers we meet are in cruise ports with far fewer in many of our other 200 ports around the world. But we do encounter women when ship visiting and invariably they experience different issues and challenges, in addition to those they share with their male counterparts.

The shipping industry continues to work hard to attract more women into sea-based careers. Many firms are succeeding in recruiting more women and MtS sees its role as being able to create bespoke support for them when they are at sea.

### Issues faced by women seafarers

Whilst cruise ships will have a larger number of female crew, on cargo ships, there may only be one woman on board, or two on rare occasions. Some shipping companies and managers will only have two female seafarers on board, rather than have a lone woman.

Integrating into a male-dominated environment, particularly when ships and their crews are at sea for extended periods of several months at a time, without question adds to the challenges female seafarers face. During socialising hours, men may engage in past-times which may not be of interest to the female seafarer; any friendships between men and women, built up during the voyage, may be mistakenly interpreted; seafarer clothing is designed for men. All these facts are well known to those working in the industry and are in the process of being addressed, including having better training for both men and women and having shoreside staff on hand to respond to a wider range of issues. Despite all these efforts, women are still liable to face:-

- Bullying;
- Unwanted approaches;
- Lack of female equipment (e.g. clothes designed for men);
- Lack of female hygiene products;
- No dedicated female points of contact amongst shoreside staff;
- Challenges with 'joining in' with male colleagues, without appearing to encourage sexual approaches.

## The Port of Southampton

The Port of Southampton is one of the UK's busiest and most successful deep-water ports. Ideally located on the south coast, and close to major shipping lanes linking the UK to European and global markets, Southampton is Britain's Gateway to the World.

The Port of Southampton supports 45,600 jobs and contributes £2.5 billion to the nation's economy every year. Exports worth £40 billion annually are handled at the port, including £36 billion destined for markets outside the EU. The port is the UK's number one hub for deep sea trade and is at the heart of supply chains serving businesses and manufacturers throughout Britain. This includes the automotive sector where the port supports 11,700 jobs in the West Midlands alone.

The Port of Southampton is also home to the UK's second largest container terminal and is the UK's number one vehicle handling port, processing 900,000 vehicles per year.

In addition, Southampton is Europe's leading turnaround cruise port, welcoming around 2.5 million passengers annually to its five cruise terminals. Cruise Lines operating in Southampton include P&O Cruises, Princess Cruises, AIDA Cruises, Cunard, Celebrity Cruises, Fred Olsen Cruise Lines, MSC Cruises, Norwegian Cruise Line and Disney Cruise Line.



## Job Description

<b>Department:</b>	Ministry
<b>Responsible to:</b>	Port Chaplain, Southampton
<b>Other Key Working Relationships:</b>	Staff and volunteers at the Port of Southampton Volunteers from other maritime agencies IHQ Staff Regional Director, Europe
<b>Hours:</b>	Part-time (20 hours per week) worked flexibly to accommodate shipping schedules
<b>Role Purpose:</b>	<p>To visit ships on behalf of MtS, operating in line with MtS's core purpose, the provision of "physical, moral and spiritual" support to seafarers and their families, of different backgrounds and nationalities.</p> <p>To ensure that MtS's mission is accessible and that our service provision is appropriate, including for female seafarers.</p> <p>To provide support and the hand of friendship to all seafarers, with a particular focus on female seafarers.</p>

## Principal Duties and Responsibilities

- Visit ships that call into the port, extending the hand of friendship to seafarers, offering support and responding to need as appropriate
- Offer spiritual, emotional support and advice to seafarers as required, including directing them to other sources of support as appropriate
- Lead seafarers in Christian prayer where requested
- Co-ordinate the duties of a team of volunteers to undertake visits to seafarers on cruise ships
- Facilitate access to cruise ships for volunteers
- Support the provision of communications and transport facilities to seafarers as required
- Provide advice on access to the town of Southampton, the intended future Seafarers' Centre or other local facilities
- Liaise and partner with other port chaplains, welfare workers and seafarer centres locally to ensure ministry continuity, particularly in cases of ongoing pastoral care, and justice and welfare cases
- In partnership with the Port Chaplain, provide a swift and effective response to any relevant emergency involving an individual seafarer or group of seafarers, where appropriate in close liaison with port authorities or other relevant bodies
- Visit and provide practical and emotional support to seafarers who are in hospital or prison
- Contribute to the broader strategic thinking of the MtS in Southampton, acting as a trusted and collaborative thought partner to the Port Chaplain
- Develop and maintain strong relationships with other maritime missions and welfare organisations

## **Principle Duties and responsibilities (cont.)**

- Develop strong working relationships with port authorities, managers and staff
- Wherever possible to provide access to places of worship as requested by seafarers
- Maintain a record of ship visiting activity using the Port Reporting App where available or provide a list of visits to the supervising staff
- Ensure e-mails are regularly monitored and respond as required
- Participate in training opportunities as appropriate

## **Person Specification**

### *Knowledge and Skills*

- Given MtS's priority of better supporting women seafarers, candidates should have a practical understanding of and empathy with the particular challenges this seafaring population experience.
- Strong experience of pastoral work; in particular, experience of offering pastoral support to women seafarers and/or marginalised communities would be an asset.
- Strong and adaptable interpersonal skills, including being an empathetic listener
- Able to quickly develop productive working relationships with colleagues and other partners.
- Able to quickly establish rapport and trust with colleagues and all seafarers
- Able to constructively challenge the status quo
- Solutions focused, able to explore alternative means of doing things to create positive impact
- Excellent organisational and administrative skills
- IT literate, fully conversant with MS Office and willing to learn any in-house programmes
- Fluency in spoken and written English is essential
- Full, clean driving licence is essential

### *Personal Qualities*

- This post is open to ordained and non-ordained candidates. MtS is an Anglican Mission but this post is open to Christians of all denominations who possess a strong Christian faith and have empathy with MtS's Anglican roots and with the work and charitable purpose of our work.
- Collaborative and inclusive, able to work as part of an ecumenical wider team
- Empathetic, supportive and understanding with good self-awareness.
- Demonstrates sound judgement, emotional intelligence and sensitivity
- Culturally and politically aware
- Resilient and able to remain calm and measured in challenging situations
- Shares ideas and is receptive to those of others
- Flexible in approach with the ability to adapt to changing priorities
- Demonstrates integrity, acting at all times in the best interests of MtS.
- A highly motivated self-starter, able to work under own initiative and unsupervised.

## Special Working Conditions

Much of the ship visiting for this post-holder will be to cruise ships. Many cruise ships exclusively call into the Port of Southampton at weekends and so the post holder will be required to regularly work weekends.

Visiting ships is an essential part of this role and you may visit as many as three ships per day. You will be required to climb gangways with as many as 80 x 60 degree steps leading to the deck on board ships and then perhaps a further three floors to get to the bridge.

## General Requirements

- Given the focus of this role to better support women seafarers, we would particularly welcome applications from suitably qualified women.
- Applicants must already have the right to live and work in the UK.
- Applicants must have a full clean driving licence that is valid in the UK.
- An offer of employment is subject to a satisfactory medical, references and enhanced DBS check.
- This job description should be treated as a guide to the duties that the post holder is expected to perform. As a term of employment the post holder can be required to undertake such duties as are commensurate with his or her position.
- The job description may be amended to meet changing requirements at any time after discussion with the post holder.
- The Mission to Seafarers operates an Equality, Diversity and Inclusion Policy. The post holder will be expected to comply fully with this Policy in carrying out their duties.
- All employees are required to be aware of their responsibilities towards Health and Safety and Safeguarding to adhere to the Health and Safety and Safeguarding Policies.
- All employees are required to be aware of their responsibilities towards the EU General Data Protection Regulation (GDPR) and to adhere to MtS's GDPR and Data Retention Policies.

## Terms of Appointment

**Location:** Port of Southampton

**Hours of Work:** The full-time working week is 40 hours. This is a part-time time role of 20 hours per week, worked flexibly (and including weekends) to accommodate shipping schedules.

**Remuneration:** £35,000 – £40,000 per annum (pro-rata) depending on experience

**Annual Leave:** 25 days per annum plus Public Holidays (pro-rata)

**Benefits:**

<i>Pension:</i>	Workplace or Church of England Pension
<i>Life Assurance:</i>	3x base salary
<i>Other:</i>	Includes Employee Assistance Programme, retail discount vouchers, cycle to work scheme, free eye test, access to training and development opportunities



## How to Apply

To apply for this position, please submit your completed Application Form to [jobs@missiontoseafarers.org](mailto:jobs@missiontoseafarers.org) by no later than **noon on Tuesday 8<sup>th</sup> October 2024**. We regret that applications received after the deadline will not be considered.

## The Recruitment Process

First round interviews: Tuesday 15<sup>th</sup> or Wednesday 16<sup>th</sup> October 2024 (online)

Second round interviews: Thursday 14<sup>th</sup> November 2024 (in Southampton)