



The Mission to Seafarers

Appointment Brief

**Part-time Chaplain
Port of Southampton**

September 2025

About The Mission to Seafarers

With a history dating back to 1856, 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.



The Europe Region

The Europe Region consists of more than 40 ports over a wide geographical area stretching from Scotland to Turkey. Please see <https://www.missiontoseafarers.org/our-ports>

Many of the ports in the Europe Region are in the UK but MtS also has staff in Rotterdam, Antwerp, Piraeus and Georgia (in the ports of Batumi and Poti). We also fund port chaplaincy work in Rouen and Vlissingen (The Netherlands) and will soon have a presence in Antibes. The maritime welfare sector in the UK is well developed and we work closely with other maritime welfare societies such as Stella Maris, the Sailor Society, the Merchant Navy Welfare Board and Deutsche Seemannsmission.

The Covid 19 pandemic had a detrimental effect on our work. Shore leave remains limited for some seafarers, whether driven by turnaround times or through the directions of ships' captains and shipping agencies. Despite the difficulties caused by the pandemic, we have continued to support seafarers by ship visiting where we have to the port, shopping for seafarers who are denied shore leave and ministering to seafarers via Facebook, WhatsApp, and the new digital chaplaincy service.

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

Department:	Ministry
Responsible to:	Chaplaincy Team Lead for Southampton
Other Key Working Relationships:	Southampton Port Staff Volunteers from MtS and other maritime agencies Southampton MtS Branch Committee The Church of England (in particular in Southampton and the surrounding area) IHQ Staff Regional Director, Europe
Term:	Permanent, part-time
Hours:	Part-time (20 hours per week) worked flexibly to accommodate shipping schedules
Role Purpose:	<p>To visit ships on behalf of MtS berthed within the Port of Southampton, operating in line with MtS's core purpose, to promote the spiritual, moral and physical wellbeing of seafarers, regardless of rank, nationality, gender or religion.</p> <p>To ensure that MtS's mission is accessible and that our service provision is appropriate for all seafarers.</p> <p>To provide support and the hand of friendship to all 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 appropriate
- Partner with the Chaplaincy Team Lead in Southampton to nurture the current volunteer base
- Partner with the Chaplaincy Team Lead in Southampton to increase the level of community support
- Work with the Chaplaincy Team Lead to co-ordinate ship visits on all vessels (including cruise ships), including scheduling rotas
- Help facilitate access to ships for volunteers and provide training for new volunteers
- Support the provision of communications and transport facilities to seafarers as required
- Provide advice on access to the town of Southampton and other local attractions, including access to the Southampton Seafarer Centre

Principle Duties and Responsibilities (cont.)

- Liaise and partner with other port chaplains and welfare workers locally to ensure ministry continuity, particularly in cases of ongoing pastoral care, and justice and welfare cases
- In partnership with the Chaplaincy Team Lead for Southampton, 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 Chaplaincy Team Lead.
- Develop and maintain strong relationships with other maritime missions and welfare organisations
- Develop strong working relationships with port authorities, managers and staff
- Wherever possible to provide access to places of worship as requested by seafarers
- Assist the Southampton Chaplaincy Team to help in the Seafarer Centre
- Maintain an up to date record of ship visiting activity using the MtS Ship Visitor App
- Ensure e-mails, telephone messages, and Happy at Sea App 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 all seafarers, candidates should have a practical understanding of and empathy with the particular challenges seafarers experience
- Strong experience of pastoral work; experience of offering pastoral support to all 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 and use any in-house programmes
- Fluency in spoken and written English is essential.
- Full, clean UK 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

Personal Qualities (cont.)

- 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

- 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.
- The Chaplain will be required to comply with the Health & Safety and Personal Protective Equipment (PPE) protocols throughout the Port of Southampton

General Requirements

- 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 & Safety and Safeguarding and must adhere to the Health & 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

Term: Permanent & part-time

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 (including weekends and public holidays) to accommodate shipping schedules.

Remuneration: In the region of £35,000-£38,000 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 by no later than **noon on Tuesday 28 October 2025**. We regret that applications received after the deadline will not be considered.

The Recruitment Process

First round interviews: Monday 3rd November 2025 (in Southampton)

Second round interviews: Thursday 6th November 2025 (in Southampton)