



Ethics and Integrity Manager

April 2026

Welcome — and thank you for taking the time to explore this role.

This is a significant moment for the Ministries Team and for Baptists Together. We are entering a season of reshaping the way we inspire, form, and support a new generation of Baptist minister and leaders. The Ministerial Formation Lead is a key appointment in this journey — someone who will help us cultivate healthy, accountable, justice-shaped leaders who are rooted in our shared identity and equipped for God's mission.

We long to see more women and men discerning a call to ministry, and to see them formed within an ecosystem that nurtures Christlike character, theological depth, emotional and spiritual health, and a deep commitment to justice. This role will help us strengthen that ecosystem — from initial discernment through to lifelong formation.

If you are passionate about inspiring people to serve, and about shaping leaders who flourish in every Baptist ministry context, I encourage you to read this pack prayerfully and reflectively. We hope it gives you a clear sense of our vision, our hopes, and the culture we are seeking to build.

As you consider whether to express your interest, please know that we are praying for you — for wisdom, clarity, and God's leading. Whatever you decide, may you know God's blessing in your ministry and in the communities you serve.



Revd Lee Johnson
Ministries Team Leader

The Baptist Union of Great Britain

Role Profile

Job title:	Ethics and Integrity Manager (ministerial appointment)
Reports to:	Ministries Team Leader
Direct reports:	Project Violet Outcomes Coordinator and CMCS Coordinator.
Location	Baptist House Didcot plus home working

A. Job Purpose

In conjunction with the Ministries Team Leader, to safeguard the integrity, accountability, and Christian ethical culture of Baptist ministry by jointly overseeing ministerial conduct processes, supporting ministers and Associations in matters of ethics and discipline, and embedding a culture of Continuing Ministerial Development (CMD) across Baptist Ministry.

This role seeks to support ministers as they embody the Marks of Ministry—maturity, accountability, relational leadership, kingdom focus, and servant-heartedness—while upholding justice, safeguarding, and the dignity of all people.

B. Key Responsibilities

Case Management

- In conjunction with the Ministries Team Leader and in partnership with the safeguarding team manage ministerial disciplinary casework.
- Provide guidance to Associations and Colleges on behavioural concerns, pastoral boundaries and ministerial accountability.
- Ensure Ministerial Recognition Committee (MRC) processes for discipline are followed in line with the Ministerial Recognition Rules

CMD and Lifelong Formation

- Strengthen engagement with CMD, supporting the target of 75% of accredited and recognised ministers completing an annual CMD audit by 2028.
- In partnership with the Ministerial Formation Lead ensure formation is not a moment but a lifelong journey, integrating CMD, accompaniment, and ongoing theological and spiritual development.
- Administer CMD grants.

Culture of Integrity and Just Leadership

- Support the Justice Enabler in embedding the practice of justice across ministerial life, ensuring ministers demonstrate ethical practice, humility, and responsibility for the wellbeing of others.
- With the Justice Enabler oversee the implementation and completion of Just Leadership training for all accredited and recognised ministers (target: 100% by 2028).

- Work closely with the Justice Enabler and the racial justice, disability justice, and women's justice streams to ensure equity and consistency.

Advisory and Support Functions

Working in partnership with the Ministries Supervisor:

- Provide procedural support to ministers relating to the accreditation and recognition process.
- Signpost ministers and churches on issues such as pensions, Terms of Appointment, tax, wellbeing, etc.

Collaboration and Formation

- Contribute to the formation of healthy, accountable leaders by shaping CMD, and ministerial development pathways and helping to shape Learning Hubs with the Ministerial Formation Lead.
- Work with the Ministerial Formation Lead and Justice Enabler to ensure ethics and integrity are embedded from initial and all subsequent opportunities for formation.

Collaboration, Team Contribution and Reporting

- Reporting to the Ministries Team Lead.
- Working closely with the Ministerial Formation Lead, Ministries Supervisor, the Justice Enabler and Association and College partners.
- Line Manage the Project Violet Outcomes Coordinator and CMCS Coordinator.
- Represent the Ministries Team on boards such as CMCS, Psalms and Hymns etc....
- Contribute to national processes, including MRC/MR Rules, CMD, and safeguarding alignment.
- Contribute to resource development, process development, and national formation initiatives.
- Ensure freshness and integrity of Baptists Together promotional materials and webpages where appropriate.
- Maintain accurate records and produce appropriate reports when required.

Changes to this role profile

This role profile is designed to be illustrative rather than exhaustive. The Baptist Union may add to the responsibilities of the Ethics and Integrity Manager any tasks or activities that they see as relevant and appropriate to the role and will discuss any such additions with the post-holder.

C. Culture and Working Style at BUGB

Across our Union our culture and working style is still developing, and can be best described in the following words:

Our vision as a movement is “to grow healthy churches in relationship for God’s mission.”

The Baptist Union of Great Britain is committed to *intentionally* developing a culture where we...

- ***Seek to be a movement of Spirit led communities.*** As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)
- ***Feel like one team*** – celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (I Corinthians 12:24b-27)
- ***Embrace adventure*** – being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)
- ***Inspire others*** – with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1 & 2)
- ***Share a Hunger*** for God’s coming Kingdom – nurturing a “holy discontent” that arises from our desire to give practical expression to our vision of God’s purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9 & 10)

We expect all staff working as part of the national specialist teams to model high standards of professional and personal behaviour, and to work in ways that demonstrate our values to those we work with and support.

D Personal Attributes and Experience

Person Specification

Essential

- A passion to see healthy, mature Baptist ministers.
- Accredited Baptist minister in good standing.
- Deep commitment to and appreciation of the Declaration of Principle and BUGB identity.
- Demonstrated experience in ministerial leadership and pastoral oversight.
- Strong understanding of safeguarding, justice, and ministerial accountability.
- High emotional intelligence, discretion, and resilience.
- Ability to handle complex, sensitive, and sometimes distressing situations with wisdom and clarity.
- Excellent communication, mediation, and conflict-resolution skills.
- Commitment to justice, equity, and the wellbeing of all people.

Desirable

- Experience in disciplinary processes, mediation, or restorative practice.
- Knowledge of Baptist structures across Associations, Colleges, and local churches.
- Experience in training development and delivery.

Christian ethos

The Baptist Union of Great Britain is a Christian denominational body. The nature of this role means that the postholder must be a committed Christian in membership of a Baptist church and an accredited Baptist Minister in good standing.

Salary and practical arrangements

This role is offered on a full-time basis, with working hours split between working from home and at Baptist House in Didcot.

The stipend for the role is based on 1.3 x standard stipend plus either a manse or housing allowance.

We also offer a range of staff benefits including:

- a contributory pension scheme, which includes life assurance cover and income protection in the event of serious ill health
- An electric car leasing scheme
- a voluntary benefits package (Perkbox) that gives discounts for a wide range of everyday expenditure (eg supermarkets, high street retailers, restaurants, cinema tickets)
- free parking at our Didcot offices

We provide good training and development, including all staff awaydays and professional training relevant to your role, as well as regular feedback on performance and progress.



Next steps

If you would like to express your interest, please send a full CV and a covering letter outlining your interest by email to Rachel Stone, our Union's HR Team Leader, who will be coordinating the appointment process. Electronic responses will make it easier for us to share information amongst those involved in the appointment process.

We would be particularly keen to understand:

- Your current role and previous relevant experience
- Your interest in this role and how you see this forming a part of your ongoing ministry

We are not worried about the format or length of your letter, but we would encourage you to be clear and concise, so that we can easily recognise your skills and strengths.

We ask for details of three referees (including email addresses), one of whom should be the Regional Minister for your area. Please indicate if we can take up any or all of these references prior to interview, otherwise any offer will be subject to satisfactory references.

Contact details: opportunities@baptist.org.uk

If you would like to have an informal conversation about the role before expressing your interest, please contact Lee Johnson, the Ministries Team Leader at ljohnson@baptist.org.uk.

Selection and Decision

The closing date for applications is 1.00pm on Thursday 14 May. After a shortlisting process, we will hold interviews on Thursday 28 May at Baptist House. Interviews will be carried out by a small panel, and there will be opportunity to meet with members of the Ministries Team. You will be asked to give a presentation as part of this process and will be given more details nearer to the time. We will also ask you to share your thoughts on a number of scenarios that you may face in the role.

Induction

Recognising the complex nature of our Union, the seniority of this role and the need for good support as the new appointee takes up their role, a full induction programme will be put in place to make sure that our new appointees have good background information and understanding before they start with us.

Appendix 1

Ministries Team Vision Document

Vision Statement

Growing healthy churches in relationship for God's mission by: Forming Baptist missional leaders—healthy¹, accountable, and rooted in our shared identity² and congregational life—so they can guide others toward Jesus and bring gospel transformation with integrity, justice, and wisdom.

Why this vision and why now

We have agreed a broad vision for the need for more ministers and leaders,³ and BUGB has recognised this as a strategic anchor.

Recognising the age profile of our current cohort of accredited Baptist Ministers, we can assume that around 150 ministers will retire by the end of 2028. From our current average figures, we can assume that another 90 will leave the list for other reasons in that same time frame.

We need to shape the Ministries Team for ministerial growth in line with our vision and strategic anchor. However, we don't just want more ministers; we need more healthy ministers.

We have discussed these themes at length, and Tim has worked hard on a plan that includes an ecosystem of ministers and leaders. This ecosystem should be a place for all who are called to Baptist leadership to dwell, learn, and flourish.

For this vision and these ideas to become reality, we need to change. Part of that change needs to include a structural overhaul of the Ministries Team.

However, structural change needs to flow from a coherent plan and vision.

This document sets out a plan for structural change based on a vision for the growth and development of missional leaders who embody the Marks of Ministry⁴: **M**ature as disciples of Christ; **A**ccountable to others; **R**elational in approach to leadership; **K**ingdom-focused; **S**ervant-hearted and sacrificial.

¹ Healthy leaders could be described as individuals who lead from a place of emotional, spiritual, relational, and physical wellbeing, enabling them to exercise influence with integrity, resilience, and wisdom.

² https://www.baptist.org.uk/Groups/220595/Declaration_of_Principle.aspx

³ https://www.baptist.org.uk/Groups/330645/Our_priorities.aspx

⁴ <https://www.baptist.org.uk/Publisher/File.aspx?ID=244139&view=browser>



Expanding these, our Baptist family needs leaders who are Christ-centred and biblically-rooted; theologically literate and wise in practice; emotionally, spiritually, physically and relationally healthy; embedded in our shared Baptist identity and in congregational life; committed to justice, safeguarding and the dignity of all people; missionally courageous and deeply engaged with the world in which they live. Such leaders enable gospel transformation in the communities they serve.

The vision is for ministerial and leadership formation that is not a moment but a lifelong journey. It encompasses everything from initial training right through to the Continuing Ministerial Development⁵ of even our most experienced ministers. Throughout, it affirms our responsibility to form those who are not only gifted but also of good character, and who embody integrity, accountability, humility and the just treatment of all people.

Four Pillars

This broad vision can be understood through four pillars.

1. Formation⁶

We form women and men who respond to God's call—whether those formally accredited or recognised, or those acknowledged as leaders in their local church. We nurture leaders within an ecosystem of lifelong formation that cultivates healthy rhythms of discipleship, theological reflection, emotional resilience, spiritual maturity, and a deep commitment to justice, mercy, and humility. This ongoing process strengthens wellbeing and continually shapes leaders who grow in wisdom, character, and Christlikeness as they serve.

2. Identity⁷

We embed in leaders a strong sense of shared identity by cherishing the Declaration of Principle. Our identity is rooted in congregational discernment under the Lordship of Christ; the belief that every person bears the image of God and is welcomed equally into the kingdom through baptism; and our common passion to share the good news of Jesus. We see this expressed in covenantal relationships of mutual accountability, equity among our ministers and leaders, a commitment to the safeguarding and just treatment of all people across our churches, Associations and Colleges.

3. Mission⁸

We equip leaders to bring gospel transformation, embodying the reconciling work of Christ in their communities. By this, we equip their faith communities for mission—mission that includes clear and compassionate evangelism, the proclamation of the good news of Jesus, and active participation in God's healing and renewing work in the world.

⁵ https://www.baptist.org.uk/Groups/347475/Continuing_Ministerial_Development.aspx

⁶ Romans 12:2; 1 Timothy 4:7-8; 2 Peter 3:18; Micah 6:8

⁷ Romans 12:5; Hebrews 10:23-24

⁸ John 20:21; Matthew 28:19-20; 2 Corinthians 5:18-19; Luke 4:18-19

4. Justice⁹

We develop just leaders who guide others toward Jesus through Christlike character, ethical practice, and a commitment to justice that shapes their ministry, their faith community, and the culture of BUGB. We understand leadership as influence exercised with humility, integrity, and a deep sense of responsibility for the wellbeing of others.

These four pillars should be understood as a whole—formation shapes identity; identity fuels mission; mission requires just leadership. These four commitments help us build a culture where leaders are supported, communities are safe, and justice is woven into the fabric of our shared life.

Measurable Goals (Balanced Scorecard)

1. Formation

- By the end of 2028 we will see 350 new ministers accredited or recognised or on the pathway to accreditation or recognition. (We have approx 100 in training for accreditation or RLM at present. To meet the target of 350, we therefore need an average new intake of 80 per year, for 26/27/28.)¹⁰
- By 2028, ensure 75% of our current accredited and recognised ministers have completed a CMD audit in the previous twelve months.

2. Identity

- By the end of 2028, see 75% of our accredited and recognised ministers engaging during the previous twelve months with at least one aspect of the wider life of Baptists Together. This might include a Baptist ministers' cluster; an Association ministers' conference; Baptist Assembly; Association days, boards or committees; Baptist working groups or round tables; moderating a BUGB church; and the like.

3. Mission

- In 2026/27/28, document and share 25 / 50 / 50 new stories each year of Baptist Ministers and leaders involved in gospel transformation, highlighting baptisms, mission, justice, community impact, and new pioneering projects.

4. Justice

- By the end of 2028, ensure that 100% of accredited and recognised ministers complete required Just Leadership training, strengthening a culture of equity across BUGB.

⁹ Mark 10:43-45; Isaiah 1:17; James 3:17; 1 Peter 5:2-3

Appendix 2

BUBG Ministerial Recognition Rules

Our Ministerial Recognition Rules contain the processes we use to make decisions about accredited ministers, and those training to be accredited ministers. The Ethics and Integrity Manager will work with the processes and provisions of these rules on a daily basis.

Before you apply, please make sure that you have read the full set of rules carefully, and that you understand the main categories and situations included in the rules. We will be talking with you about the application of the rules during the selection process.

You can find the full set of MR Rules on our website using the link below:

[The Baptist Union of Great Britain : Ministerial Recognition Rules](#)