



Lead Chaplain, Hinkley Point C
February 2026



DIOCESE OF
Bath & Wells

Living and telling the story of Jesus

Dear applicant

Thank you for your interest in the post of Lead Chaplain to Hinkley Point C. This is an exciting partnership appointment of the Diocese of Bath and Wells, Churches Together in Somerset and EDF. The diocese will act as the employer for the Chaplain.

We hope you find the application pack provides all the information you need in order to consider your candidature for this post. If, however, you have any further questions please initially contact Human Resources. If you would like an informal conversation about the post you are welcome to contact Richard Kelley, Chaplaincy Adviser on 07970 346544 or email: richard.kelley@bathwells.anglican.org

The key dates for the appointment process are on the following page. Should you decide to apply for this post we look forward to receiving your application and wish you well. Details on how to apply are at the end of this pack. We will be praying for you and for all who are considering this new ministry.

Contact details

Human Resources - Enita Andrews, HR Manager

Phone: 01749 685113, Email: recruitment@bathwells.anglican.org



Application details

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification. After shortlisting we strive to contact all those who have applied to advise of the outcome; if after 3 weeks from the closing date you have not heard from us, please do contact the HR team. A copy of our privacy policy for job applicants can be downloaded from our website.

Interviews

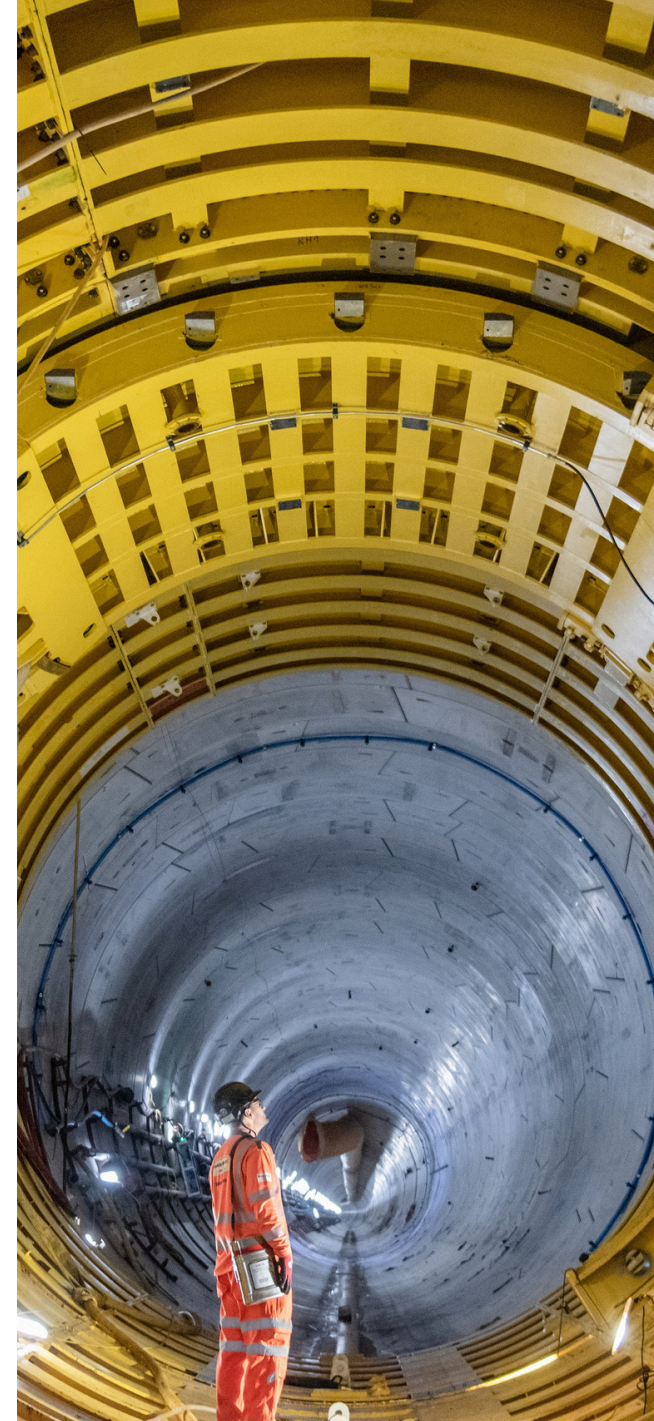
Interviews will take place at Cannington Court, Cannington on Monday 2 March 2026. Further details regarding the selection process will be communicated at the time applicants are invited for interview. However, all candidates invited for interview will need to complete a simple security screening to be allowed onto the Hinkley C site. The preferred candidate will also be asked to meet with Rob Jordan, Construction Director of Hinkley Point C.

Safeguarding

We are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles. This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
- Take all reasonable steps to prevent those who might harm children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards.

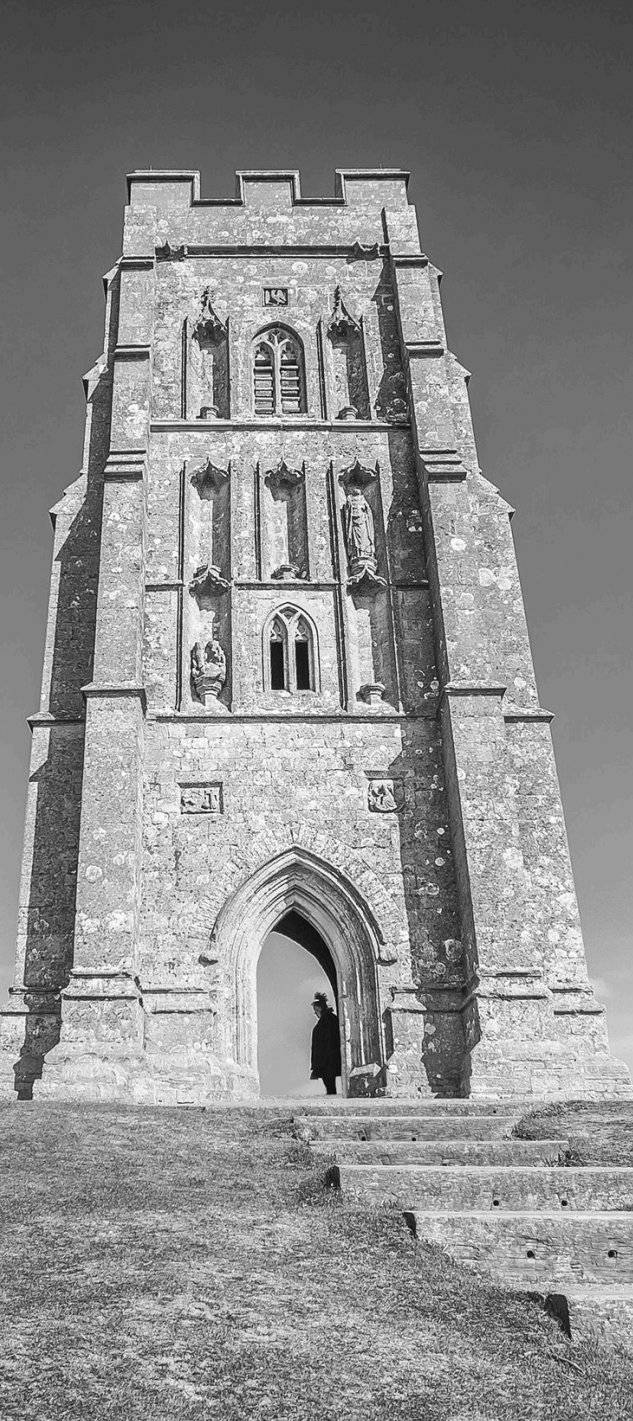
Further information can be found in our Safeguarding Policy available on the diocesan website.



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The Diocese of Bath and Wells

The Diocese of Bath and Wells broadly encompasses the historic county of Somerset, extending to include a small part of the county of Dorset. It is a diverse region with more than 500 settlements across the county, many of them small and rural which account for 43% of the population. Although two thirds of Somerset is rural, more than half the population lives in urban areas.

The diocese loves and serves in the region of 1,000,000 people who live here through its family of 466 parishes and 182 church schools and more than 170 chaplaincies. This family works for the good of local communities in a range of practical and pastoral ways, caring for the vulnerable, supporting families and encouraging children and young people.

The Bishop of Bath and Wells has overall responsibility for the diocese. He is assisted by a suffragan bishop, the Bishop of Taunton.

There are three archdeacons in our diocese, serving the archdeaconries of Bath, Wells and Taunton. There are 160 stipendiary clergy posts, 42 self-supporting licensed clergy and 210 licensed Readers.

Everything the diocese does is underpinned by prayer and worship and we are driven by our vision that: 'In response to God's immense love for us, we seek to be God's people, living and telling the story of Jesus.' We seek to live this story as disciples of Jesus Christ in the world and to tell it, both in sharing the good news and by the way in which our lives speak about Him.

Living and telling the story of Jesus

Our vision and strategy speaks to the story of Jesus; his life, teaching and work, his death and resurrection; the story which is the context of our faith and the content of our message. In the Diocese of Bath and Wells we strive to be a growing church. We are committed to witnessing and to living out the Gospel of Jesus as we seek to transform and be at the heart of our local communities, bringing love and care for our neighbours, and service to those in need.

We are working together to achieve this by:

- Valuing and cherishing the people and resources we already have
- Developing new Christian worshipping communities
- Sharing in leadership and ministry
- Deepening and growing faith

Churches Together In Somerset (CTS)

Churches Together in Somerset (CTS) is the Intermediate Ecumenical body for the Geographic County of Somerset of Churches Together in England (CTE). CTS seeks to encourage all areas of ecumenical church life.

CTS's co-presidents are the Somerset regional church leaders of the Anglican, Roman Catholic, Baptist, Methodist, Salvation Army and United Reformed Churches. The CTS Standing Committee comprises the Denominational Ecumenical Officers from these churches, as well as the Orthodox and Quakers. CTS is chaired by one of the regional church leaders. CTE has 54 Member Churches and 85 different Charities and Networks in Association drawing Christians of different church traditions together around common causes, projects and interests. One of these is Workplace Chaplaincy Mission UK www.workchaplaincyuk.org.uk

The website of Churches Together in Somerset is www.ctsomerset.org Our County Ecumenical Officer for Somerset is Jonathan Lloyd.



About the role

Hinkley Point C is the largest construction site in the UK and one of the largest in Europe. It is also a nuclear construction site, the first in the UK for decades. The workforce currently numbers over 12,000 individuals and will increase to around 15,000 as it leaves the main construction phase and moves into mechanical and electrical installation (MEH).

Reactor One is anticipated to go live in 2029-30 and Reactor Two a year or so after that. Once both reactors are live HPC will provide 10% of our nation's electricity for at least the next 60 years.

HPC was the first company in UK construction to appoint a salaried Chaplain. Ewen Huffman was appointed for the care of their workforce in 2020, just before Covid struck. HPC already cared for the workforce's physical health through Hinkley Health, their medical centre, and likewise had a team of Mental Health First Aiders and Trainers. They recognised that something else was needed to care for the whole person, and so a Lead Chaplain role was introduced for spiritual and pastoral care. Due to our current Lead Chaplain being offered a new opportunity, we are seeking a new Lead Chaplain. The chaplaincy team has now grown to include two part-time salaried Chaplains, Ewen Huffman and Paul Owen; a part-time salaried night shift Chaplain, Heather Culshaw and five Associate Volunteer Chaplains who each offer up to a day a week. This is a ministry that has become accepted and valued and has made a significant impact across Hinkley.

The site will increasingly move to twenty-four hours a day, seven days a week. Besides the four salaried Chaplains, five Associate (volunteer) Chaplains will continue to cover the SDC in Bridgwater (where many senior leaders work), our SPS bus service; the largest in the UK, our three Campuses and our Muslim Community. All this will continue to work alongside a team of more than 700 Mental Health First Aider (MHFA) 'buddies' and excellent agencies that individuals can be referred to for help.



More about Hinkley Point C

Set between the Quantock Hills and the North Somerset Coast, Hinkley is a place of superlatives and one that inspires strong emotions. The numbers are enormous, as is the scale; you see what looks like a toy truck at the bottom of a pit and realize that it is a full-size digger. It is a rapidly growing and fast changing community. Many of the contracts are short-term and a significant proportion of the employees work away from home. Caring for the mental health of the workforce is a high priority and hundreds of buddies have been trained in mental health first aid. There is also a strong awareness of spiritual health and the Chaplains play a key role in this care. Faith is part of many people, and our workforce are encouraged to bring their whole selves to work. There are enormous opportunities therefore to lead, serve and care, and to live and tell the story of God's love.

Only a small proportion of Hinkley's workforce are actually employed by EDF. Most have contracts with and are employed by other companies, who are in-turn funded by HPC. This is the model used with the salaried chaplains: they are employees of the Bath & Wells Diocesan Board of Finance (DBF) and known as 'embedded contractors'. EDF/HPC in turn finances these roles. This works extremely well, not least as the Diocese understands the spiritual nature of these positions.

More information about HPC is available at www.edfenergy.com/energy/nuclear-new-build-projects/hinkley-point-c

Health and Safety

The appointed Lead Chaplain will need to undertake health and safety training and pass relevant exams in order to have open access to the site. There will also be a full on-site induction.



Job description

Our vision

In response to God's immense love for us, we seek to be God's people living and telling the story of Jesus.

Key purpose of post

The Lead chaplain will lead the Chaplaincy Team that offers spiritual and pastoral care to the staff of the Hinkley communities; living and telling the story of God and seeking the common good for all.

Location

Hinkley Point C Construction Site, Bridgwater, Somerset TA5 1UF.
Health, Safety and Environment and Wellbeing department.

Reporting to

Richard Kelley, Chaplaincy Adviser
Angie Young, Occupational Health and Wellbeing Manager, HPC

Key Relationships

Relevant managers, unions and staff groups at Hinkley Point C
Wellbeing Manager (HPC Line manager)
Chaplaincy Team
Diocese Chaplaincy Adviser/ Line Manager
Local Faith Leaders
Somerset Church Leaders
HPC Construction Delivery Director
Churches Together in Somerset

Main responsibilities

- Lead the Chaplaincy Team of three other salaried Chaplains and up to nine (currently five) Associate Volunteer Chaplains to give spiritual and pastoral care to the workforce. Lead the dynamic, spirituality, identity and vision of the Chaplaincy
- Be an identifiable and high-profile leader for spirituality, love and care on site
- Administrate the Chaplaincy team, meetings, site compliance, communication, writing of articles, arranging visits, reports, emergencies, ceremonies, references etc- all the usual things of being a team leader
- Normally meet with each of the other salaried chaplains for up to one hour a month
- Normally meet at least monthly with the whole of the Chaplaincy team, in person or virtually
- Be an impartial, non-judgemental, non-anxious presence on site to all levels of the workforce and value and respect everyone.
- Liaise with and encourage other faiths, beliefs and cultures on site and, when necessary, help them find a key leader (point of contact). Be a liaison between leadership and faith communities. Promote and model religious respect, tolerance and inter-working. Deal with issues of faith and site interaction as appropriate. Create a multi-faith environment that welcomes users of all faiths, cultures and spiritualities as well as those with no faith.
- Contribute to building an inclusive and cohesive community in our diverse context and to seeking the common good for all.
- Provide timely support to individuals wherever they are; listen, offer spiritual and pastoral care and signpost as required. Be equipped to meet complex ongoing needs and respond appropriately in times of crisis. Be able to signpost to our agencies.
- Work with the wellbeing team and Mental Health First Aider 'buddies' offering group and personal encouragement.
- Be an officiant at ceremonies in times of celebration and grief; lead prayer meetings, small groups and times of Christian worship and encouragement.
- Be a reminder on site that faith is often part of who people are, and that we welcome the whole person to our workplace.
- Build and maintain first class relationships with local faith communities, working with community groups to provide support to diverse communities on site.
- Lead and chair appropriate meetings. Potentially chair 'Dignity and Respect' on site
- Develop and maintain effective relationships with local charities and support networks.

Training requirements.

- CITB General Operatives Health and Safety Course (prior to being on site, we will advise)
- Mental Health First Aid England course (once on site)



Person specification

Construction is a distinctive environment and we are looking for the 'right person for the right place'. The Lead Chaplain will be overseen by HPC's Wellbeing Lead. There will also be regular contact with the Mental Health First Aider Lead, the other Chaplains and the Associate Chaplains- delegating contacts to each of them when appropriate.

Work related personal qualities

Essential

- Able to be present with people amidst the challenges of life, faith and doubt and able to be a chaplain to 'all faiths and none'
- Able to line manage multi-faith chaplains
- Able to handle the rough and tumble of site, be unoffendable
- Strong in their convictions and faith yet highly empathetic to others
- Deeply prayerful, personable, and be flexible, adaptable and resilient. Firm in their own faith, they will have an understanding and respect of other faiths, beliefs and cultures
- A person (lay or ordained) in 'good standing' in a church which is a member of Churches Together in England/Churches Together in Britain and Ireland
- Impartial, non-judgemental and a non-anxious presence
- Be in line with our site values of humility, positivity, respect, solidarity and clarity

Skills, competencies and abilities

Essential

- Management and leadership skills
- Good communication skills
- An excellent listener



Person specification

Qualifications, knowledge and experience

Essential

- Experienced in chaplaincy or church leadership with an understanding of the demands of a modern industrial environment.
- Extensive pastoral experience, including in the workplace and in contexts of trauma.
- Trained to degree level in theology or an associated subject, or with an equivalent amount of experience.
- Experience of calling, training and supporting teams of volunteers
- ICT and social media literate

Desirable

- Postgraduate qualification in ministry or chaplaincy
- Some understanding of the nuclear power industry
- Experience in trauma and post incident care.
- Experience within a mental health support setting or similar.

Applications are open to lay or ordained candidates. There is a Genuine Occupational Requirement (GOR) that the holder of this post is a practising Christian in good standing and a member of a Member Church of Churches Together in England/Churches Together in Britain and Ireland (CTE/CTBI). This post is subject to an enhanced DBS check and the Chaplain will need to complete Health and Safety training before appointment and Mental Health First Aider training as soon as they are on site.



Terms and conditions

Hours of work

Full-time (36 hours per week) with some flexibility of working hours and time off in lieu, some evening and weekend work, as required. Will be required to cover one Saturday a month.

Salary

£45,105.50 per annum (subject to review in April)

Term

This is a fixed term contract until March 2029 due to time limited funding, with a possibility of renewal.

Pension

The pension scheme is administered by the Church of England Pensions Board. The employer will contribute 10% of the employee's pensionable salary and the employee can choose to make an additional voluntary contribution of any proportion of their pensionable salary. Clergy Pension existing or past members have the option to consider the clergy pension scheme - more details are available from the HR Department.

Holiday

25 days per year, plus banks holiday. The holiday year runs from 1 January to 31 December. Additional discretionary days may be given at Christmas and Easter.

Expenses

All reasonable working expenses, including mileage for travel, will be met at the agreed Diocesan rates.

Probation

This post will be subject to a six month probationary period.

How to apply

Please apply for this post by submitting your CV to our [online recruitment platform](#)

Enita Andrews

HR Manager

The Diocese of Bath and Wells

Flourish House, Cathedral Park

Wells BA5 1FD

Email: recruitment@bathwells.anglican.org | Tel: 01749 685113

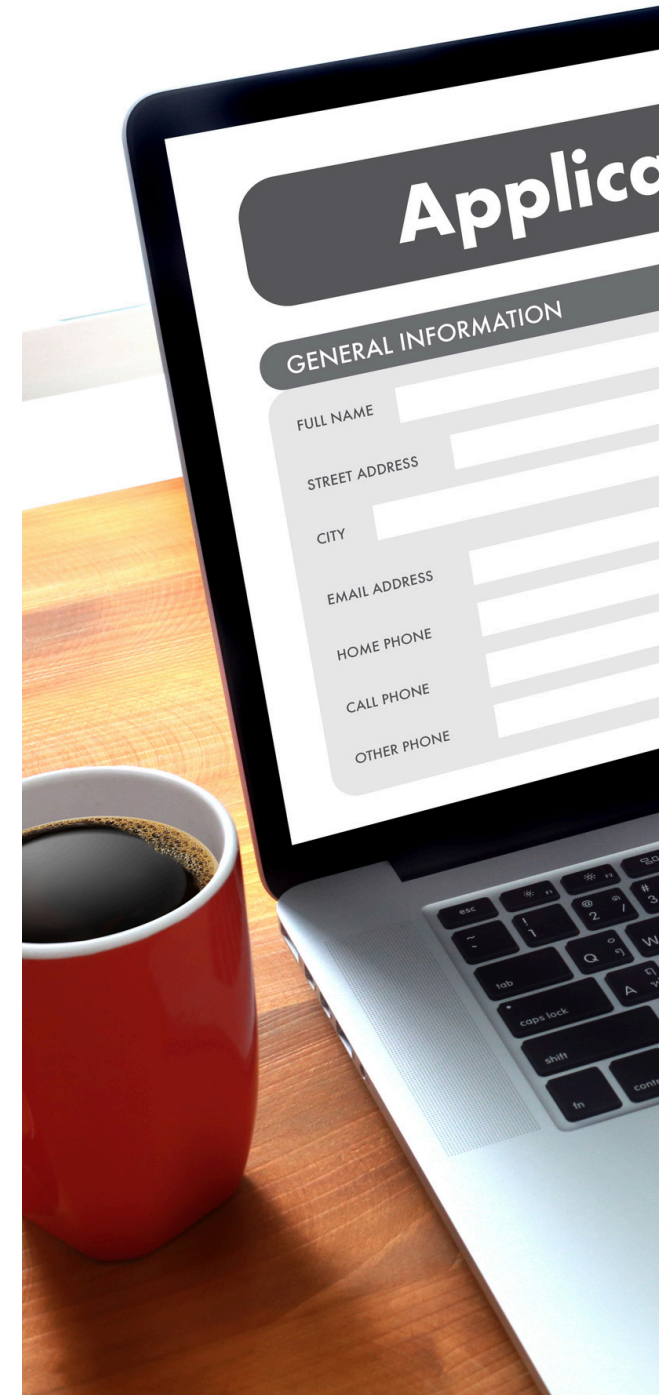
The closing date for applications is midday Friday 20 February 2026

Interviews will take place in Cannington on Monday 2 March 2026

This appointment is subject to proof of the right to residency in the UK under UK Visa and Immigration regulations.

The Diocese of Bath and Wells is committed to being a truly representative and inclusive community, where everyone is respected, valued, and supported in contributing their skills, experience, and perspectives. We recognise that there is more work to do to ensure our diocese fully reflects the rich diversity of the communities we serve. We are actively learning, growing, and taking steps to address these gaps.

As part of our ongoing commitment to nurturing a diverse and inclusive community, we warmly welcome and encourage applications from individuals and groups who are currently under-represented within the Diocese of Bath and Wells. You can find out more about how we are championing diversity in Bath and Wells, including the work led by the Revd Narinder Tegally, our UKME Champion.





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