



Job Profile

Job Title	Governance and Finance Lead (Voluntary)
Department	Chinese-speaking Congregation
Responsible to	The Chinese-speaking Congregation Lay Leadership Team who report to the Vicar and PCC via the Associate Vicar for Ministry This role works particularly with the PCC Treasurer
Responsible for	Smooth running of the Lay Leadership Team and Chinese-speaking Congregation Finance
Main purpose of job	To lead the organisation and develop good governance and financial management under the jurisdiction of Associate Vicar for Ministry.

Overview

St Martin-in-the-Fields has three Eucharistic congregations including the Chinese-speaking Congregation, with a weekly Cantonese service at 1.30pm each Sunday. This congregation is being led by a leadership team of ministry leaders who would report to the Associate Vicar for Ministry and ultimately to the Vicar and PCC. The leadership team is made up of ministry leads for six areas of the congregation's life, of which this is one. There are other important roles within the congregation, such as Safeguarding Assistant, Children's Champion, and Administrator.

Ministry Leads will normally be appointed for a three-year term, renewable for a second term. A person would normally serve for a maximum of six consecutive years in the same Ministry Lead role.

In order to preserve continuity, renewal of Ministry Leads and the whole lay leadership team would be done on a staggering basis rather than everyone renewing at the same time.

Main Duties and Responsibilities

- To keep clear and accurate records of internal financial accounts including expenditure and income, in liaison with St Martin's Finance Team
- To keep the congregation informed and updated of financial situations as required
- To work with the St Martin's Finance Team and PCC Treasurer to draft and develop a comprehensive annual budget for the Chinese speaking Congregation and for the Chinese Ministry Restricted Fund

- To lead on developing the financial giving of the congregation, particularly planned giving.
- To lead on developing fundraising opportunities and events for the congregation
- To support appropriate governance of each aspect of the Chinese-speaking Congregation (receiving training as necessary).
- To coordinate the dates and support transparent record keeping of the Chinese-speaking Congregation Leadership Team meetings
- To promote the Annual PCM within the Chinese-speaking Congregation and support the registration and the updating of electoral roll
- To support the development and implementation of PCC's Mission Action Plan in the context of the Chinese-speaking Congregation
- To support the work of the SMITF Trust, ensuring that information is provided for fundraising such as grant applications and reporting back on how funds have been used by the congregation as required.
- Liaising with Bishop Ho Ming Wah Centre and other parts of St Martin-in-the-Fields for the operational management of good, open relationships with the Chinese-speaking Congregation.
- This role is invited to sit on the PCC to represent the Chinese-speaking Congregation in the democratic governance of the church, or to nominate another willing member of the Leadership team to sit on the PCC
- Participating in cross-congregational finance and governance committee discussions.
- Liaison with other Ministry Leads and volunteers to develop training plans for internal and external training.

Participate in the Chinese-speaking Congregation Lay Leadership Team

- Attend and contribute to leadership team meetings, away days and other events to ensure the good leadership of the community.
- Attend and maintain mandatory Safeguarding training and other recommended training as required by the role
- Along with the other Ministry Leaders to lead, develop and respond to the Chinese-speaking Congregation within the values of the vicar and PCC of St Martin-in-the-Fields.

This is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression, in discussion within the Lay Leadership Team and with the Associate Vicar for Ministry.

Knowledge, skills, and abilities

Essential

- An ability to participate in appropriate meetings in English.
- Experience of chairing meetings.
- Experience of good financial record keeping and budget setting.
- A commitment to collaborative working practices and an understanding of the value of each of the areas of ministry within the Chinese-speaking Congregation and the visions of St Martin-in-the-Fields as a whole.
- An ability to work responsibly within a budget and provide evidence of spending where needed.

- A commitment to manage budgets wisely and willingness to invest in effective missions for church growth
- A high level of self-motivation and ability to motivate others within a team.

Desirable

- Experience of being a trustee.

Who we are looking for

All adult members of the Chinese-speaking Congregation who are on the electoral roll (baptised, attending services for the past six months and approved by the PCC) are invited to apply.

How to apply

Email: Sian.Conway@smitf.org

with a cover letter indicating why you would like to apply for this role by **30 November 2026**

Applicants can apply for up to 3 roles, stating their order of preference in their email.

All eligible candidates who apply will be granted an interview.



Job Profile

Job Title	Fellowship and Social Lead (Voluntary)
Department	Chinese-speaking Congregation
Responsible to	The Chinese-speaking Congregation Lay Leadership Team who report to the Vicar and PCC via the Associate Vicar for Ministry
Responsible for	Fellowship Group leaders, New Welcome Initiatives, Away Day team.
Main purpose of job	To lead the organisation and development of fellowship, in particular supporting and coordinating fellowship groups, cross fellowship group activities and away days.

Overview

St Martin-in-the-Fields has three Eucharistic congregations including the Chinese-speaking Congregation, with a weekly Cantonese service at 1.30pm each Sunday. This congregation is being led by a leadership team of ministry leaders who would report to the Associate Vicar for Ministry and ultimately to the Vicar and PCC. The leadership team is made up of ministry leads for six areas of the congregation's life, of which this is one. There are other important roles within the congregation, such as Safeguarding Assistant, Children's Champion, and Administrator.

Ministry Leads will normally be appointed for a three-year term, renewable for a second term. A person would normally serve for a maximum of six consecutive years in the same Ministry Lead role.

In order to preserve continuity, renewal of Ministry Leads and the whole lay leadership team would be done on a staggering basis rather than everyone renewing at the same time.

Main Duties and Responsibilities

- To recruit, coordinate training and support for fellowship group leaders, linking them to the pastoral care team and clergy as appropriate.
- To develop the culture of fellowship and friendship within the congregation, giving particular focus to those who find existing groups harder to access.
- To coordinate and support other social activities such as meals out and Away Days
- To organise and encourage congregational members from different fellowships and age groups to get to know each other [cross-fellowship occasions]

- To support the friendship building or activities within different demographic groups of the congregation (young adults, newcomers, elderly members etc.)

Participate in the Chinese-speaking Congregation Lay Leadership Team

- Attend and contribute to leadership team meetings, away days and other events to ensure the good leadership of the community.
- Attend and maintain mandatory Safeguarding training and other recommended training as required by the role
- Along with the other Ministry Leaders to lead, develop and respond to the Chinese Congregation within the values of the vicar and PCC of St Martin-in-the-Fields.

This is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression, in discussion within the Lay Leadership Team and the Associate Vicar for Ministry.

Knowledge, skills, and abilities

Essential

- An ability to participate appropriate meetings in both English and Chinese.
- Experience of leading a fellowship group or equivalent.
- Organizational ability for event planning
- A commitment to collaborative working practices and an understanding of the value of each of the areas of ministry within the Chinese-speaking Congregation and St Martin-in-the-Fields as a whole.
- An ability to work responsibly within a budget and provide evidence of spending where needed.
- A high level of self-motivation and ability to motivate others within a team.
- Comfortable to communicate in both Cantonese and English

Desirable

- Regular participation of a fellowship group at St. Martin-in-the-Fields

Who we are looking for

All adult members of the Chinese-speaking Congregation who are on the electoral roll (baptised, attending services for the past six months and approved by the PCC) are invited to apply.

How to apply

Email: Sian.Conway@smitf.org

with a cover letter indicating why you would like to apply for this role by **30th November 2026**

Applicants can apply for up to 3 roles, stating their order of preference in their email.

All eligible candidates who apply will be granted an interview



Job Profile

Job Title	Mission and Welcome Lead (Voluntary)
Department	Chinese-speaking Congregation
Responsible to	The Chinese-speaking Congregation Lay Leadership Team who report to the Vicar and PCC via the Associate Vicar for Ministry
Responsible for	Enabling and coordinating volunteers, stakeholders, initiatives and partnerships that support the congregation's mission, welcome and pathways into Christian community and faith.
Main purpose of job	To lead the organisation and development of mission and welcome, helping people encounter, explore and participate in the life and faith of the congregation. Especially those looking to join our congregation and those looking to explore their Christian faith for the first time or to reexplore it after a break.

Overview

St Martin-in-the-Fields has three Eucharistic congregations including the Chinese-speaking Congregation, with a weekly Cantonese service at 1.30pm each Sunday. This congregation is being led by a leadership team of ministry leaders who would report to the Associate Vicar for Ministry and ultimately to the Vicar and PCC. The leadership team is made up of ministry leads for six areas of the congregation's life, of which this is one. There are other important roles within the congregation, such as Safeguarding Assistant, Children's Champion, and Administrator.

Ministry Leads will normally be appointed for a three-year term, renewable for a second term. A person would normally serve for a maximum of six consecutive years in the same Ministry Lead role.

In order to preserve continuity, renewal of Ministry Leads and the whole lay leadership team would be done on a staggering basis rather than everyone renewing at the same time.

Main Duties and Responsibilities

Facilitate mission and welcome for the congregation

- Coordinate a team of congregation members and volunteers to offer events, groups and informal support to welcome those who are
 - new to the UK, especially those from Hong Kong

- new to exploring the Christian faith or returning to it after a break
- looking to join this congregation
- Encourage and support congregation-led mission initiatives, helping members develop ideas, connect with appropriate people and resources, navigate church processes, and evaluate whether activities should continue or develop.
- Support the congregation as a whole in growing a stronger culture of welcome.
- Support the consideration of those who are new to the church in decisions by other Ministry Leads
- Support the congregation's digital presence as part of its mission and welcome, including appropriate use of the website, social media and other communications to help people discover and connect with the congregation. .
- Work with clergy and other ministry leads to develop clear and accessible pathways for people wishing to explore or re-engage with Christian faith, including courses such as Being With and, where appropriate, provision in Cantonese and other languages.
- Develop and maintain appropriate relationships with community organisations (e.g. Connections, Bishop Ho Ming Wah Centre, the Trust), other groups (e.g. 10am Congregation, Bread for the World congregation, Open Circles, etc.) and partners where these can support the congregation's mission and welcome.

Participate in the Chinese-speaking Congregation Lay Leadership Team

- Attend and contribute to leadership team meetings, away days and other events to ensure the good leadership of the community.
- Attend and maintain mandatory Safeguarding training and other recommended training as required by the role
- Along with the other Ministry Leaders to lead, develop and respond to the Chinese-speaking Congregation within the values of the vicar and PCC of St Martin-in-the-Fields.

This is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression, in discussion within the Lay Leadership Team and the Associate Vicar for Ministry.

Knowledge, skills, and abilities

Essential

- An ability to participate in appropriate meetings in both English and Cantonese.
- Experience of supporting others through times of change in country, church or faith.
- An ability to organise for a member of the clergy team or external training partners to deliver training and support for team members.
- Experience of encouraging, coordinating and supporting volunteers or community-led initiatives.
- A mature and secure Christian faith that has grace for others who are challenging or deconstructing theirs.
- A commitment to collaborative working practices and an understanding of the value of each of the areas of ministry within the Chinese-speaking Congregation and St Martin-in-the-Fields as a whole.

- An ability to work responsibly within a budget and provide evidence of spending where needed.
- A high level of self-motivation and ability to motivate others within a team.
- Ability to recognise the gifts, ideas and initiative of others and enable people to take appropriate ownership of mission activities.
- Comfortable working with initiatives that emerge organically rather than requiring all activities to be centrally planned.

Desirable

- An interest in growing an understanding of Chinese-speaking mission and welcome practices and how these play out in the lives of those in a Western large city such as London.

Who we are looking for

All adult members of the Chinese-speaking Congregation who are on the electoral roll (baptised, attending services for the past six months and approved by the PCC) are invited to apply.

How to apply

Email: Sian.Conway@smitf.org with a cover letter indicating why you would like to apply for this role by **30th November 2026**

Applicants can apply for up to 3 roles, stating their order of preference in their email.

All eligible candidates who apply will be granted an interview



Job Profile

Job Title	Pastoral Care Lead (Voluntary)
Department	Chinese-speaking Congregation
Responsible to	The Chinese-speaking Congregation Lay Leadership Team who report to the Vicar and PCC via the Associate Vicar for Ministry
Responsible for	The team of pastoral visitors
Main purpose of job	To coordinate a team of pastoral visitors, to liaise with the Clergy Team to ensure good care for those in particular times of transitions or crisis, to support the congregation growing a culture of good pastoral care for one and other, to be available for advice for fellowship group leaders and others with pastoral responsibilities.

Overview

St Martin-in-the-Fields has three Eucharistic congregations including the Chinese-speaking Congregation, with a weekly Cantonese service at 1.30pm each Sunday. This congregation is being led by a leadership team of ministry leaders who would report to the Associate Vicar for Ministry and ultimately to the Vicar and PCC. The leadership team is made up of ministry leads for six areas of the congregation's life, of which this is one. There are other important roles within the congregation, such as Safeguarding Assistant, Children's Champion, and Administrator.

Ministry Leads will normally be appointed for a three-year term, renewable for a second term. A person would normally serve for a maximum of six consecutive years in the same Ministry Lead role.

In order to preserve continuity, renewal of Ministry Leads and the whole lay leadership team would be done on a staggering basis rather than everyone renewing at the same time.

Main Duties and Responsibilities

Facilitate good pastoral care for the congregation

- Coordinate a team of pastoral visitors to meet with elderly or frail members of our congregation in their homes, at hospitals or in care homes when they are unable to travel into church.
- Link with supporting clergy for training and support of this group as well as for any situations requiring specialist support, such as end of life care.

- Building a system of support for members of the congregation who are facing stress and challenges
- Supporting fellowship group leaders where they are supporting their members through challenging times.
- Supporting those who are recently bereaved.
- Sign-posting to other sources of support inside or outside the church, working closely with the Safeguarding Team where necessary.
- Available to the congregation to approach if they have concerns.

Participate in the Chinese-speaking Congregation Lay Leadership Team

- Attend and contribute to leadership team meetings, away days and other events to ensure the good leadership of the community.
- Attend and maintain mandatory Safeguarding training and other recommended training as required by the role
- Along with the other Ministry Leaders to lead, develop and respond to the Chinese-speaking Congregation within the values of the vicar and PCC of St Martin-in-the-Fields.

This is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression, in discussion within the Lay Leadership Team and the Associate Vicar for Ministry.

Knowledge, skills, and abilities

Essential

- An ability to participate in appropriate meetings in both English and Cantonese.
- Experience of supporting others through times of loneliness, strain and challenge.
- Experience of showing good judgement and wisdom in issues of safety and mental ill health.
- An ability to organise for a member of the clergy to deliver training and support for team members.
- Experience of line management of other volunteers.
- A mature and secure Christian faith that has grace for others who are challenging or deconstructing theirs.
- A high level of self-motivation and ability to motivate others within a team.
- A person of integrity who can keep the confidence of others and willingness to prioritise compassionate response whatever circumstances arise.
- Regular participation in the worship community life of the congregation.
- Willingness to work closely with the Safeguarding Team and to receive basic training.
- Support the broad understandings of Christian values at St.Martin-in-the-Fields.

Desirable

- An interest in growing an understanding of Chinese perspectives on pastoral care and how these play out in the lives of those in a Western large city such as London.
- Conversational ability in other Chinese languages.

Who we are looking for

All adult members of the Chinese Congregation who are on the electoral roll (baptised, attending services for the past six months and approved by the PCC) are invited to apply.

How to apply

Email: Sian.Conway@smif.org with a cover letter indicating why you would like to apply for this role by **30th November 2026**

Applicants can apply for up to 3 roles, stating their order of preferences in their email.
All eligible candidates who apply will be granted an interview.



Job Profile

Job Title	Preaching and Formation Lead (Voluntary)
Department	Chinese-speaking Congregation
Responsible to	The Chinese-speaking Congregation Lay Leadership Team who report to the Vicar and PCC via the Associate Vicar for Ministry
Responsible for	The team of preachers from the congregation, external preachers, those leading formation courses
Main purpose of job	To lead the organisation and development of preaching, in particular drawing together and working with the St Martins clergy to facilitate the development of a team of lay preachers for the Sunday services. To coordinate a series of annual Christian discipleship programs including Lent courses and enquirers courses as well as supporting the choices of materials for Away Days etc.

Overview

St Martin-in-the-Fields has three Eucharistic congregations including the Chinese-speaking Congregation, with a weekly Cantonese service at 1.30pm each Sunday. This congregation is being led by a leadership team of ministry leaders who would report to the Associate Vicar for Ministry and ultimately to the Vicar and PCC. The leadership team is made up of ministry leads for six areas of the congregation's life, of which this is one. There are other important roles within the congregation, such as Safeguarding Assistant, Children's Champion, and Administrator.

Ministry Leads will normally be appointed for a three-year term, renewable for a second term. A person would normally serve for a maximum of six consecutive years in the same Ministry Lead role.

In order to preserve continuity, renewal of Ministry Leads and the whole lay leadership team would be done on a staggering basis rather than everyone renewing at the same time.

Main Duties and Responsibilities

Coordinate Preaching for the Chinese-speaking Congregation

- To draw together a team of lay preachers for the Sunday services, liaising with the clergy to ensure good training, development and support.
- To facilitate the sharing from congregation members as part of our worship

- To liaise with the congregation administrator (currently voluntary) and the Worship and Liturgy Lead to ensure good booking of clergy to preach at the service, ensuring there is a good balance between lay and ordained preachers to facilitate the growth and nurture of the faith of the congregation.
- To lead on and facilitate the leading of enquirers courses such as Being With courses for the Chinese Congregation.
- Working with the Lead for Fellowship and Social to support the theological development of fellowship groups.
- Discerning and drawing others to engage with areas of potential theological growth in the lives of our congregation, for example workshops on areas where increased theological understanding is needed in response to political, social or relational experiences of the congregation.
- Ensuring good baptism, confirmation and marriage preparation (and supporting those who conduct these preparations)
- Responding to feedback from the congregation regarding our preaching and formation and ensuring good participation and partnership within the congregation.

Participate in the Chinese-speaking Congregation Lay Leadership Team

- Attend and contribute to leadership team meetings, away days and other events to ensure the good leadership of the community.
- Attend and maintain mandatory Safeguarding training and other recommended training as required by the role
- Along with the other Ministry Leaders to lead, develop and respond to the Chinese Congregation within the values of the vicar and PCC of St Martin-in-the-Fields.

This is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression, in discussion within the Lay Leadership Team and the Associate Vicar for Ministry.

Knowledge, skills, and abilities

Essential

- An ability to participate in appropriate meetings in both English and Cantonese.
- Good appreciation of theology and the religious aims of St Martin-in-the-Fields.
- An interest in the practical application of theology in everyday lives of a diverse congregation.
- Team player with an interest in people, who enjoys working with others.
- Ability to understand the different types of preachers and to bring out the best in people with different styles and experiences.
- An interest in supporting those who are exploring the Christian faith for the first time or returning to rediscover it after a break.
- A high level of self-motivation and ability to motivate others.
- A person of integrity who can keep the confidence of others.

Desirable

- An interest in growing an understanding of Chinese perspectives on Christian theology and how these play out in the lives of those in a Western large city such as London.

Who we are looking for

All adult members of the Chinese Congregation who are on the electoral roll (baptised, attending services for the past six months and approved by the PCC) are invited to apply.

How to apply

Email: Sian.Conway@smitf.org with a cover letter indicating why you would like to apply for this role by **30th November 2026**

Applicants can apply for up to 3 roles, stating their order of preferences in their email.

All eligible candidates who apply will be granted an interview



Job Profile

Job Title	Worship and Liturgy Lead (Voluntary)
Department	Chinese-speaking Congregation
Responsible to	The Chinese-speaking Congregation Lay Leadership Team who report to the Vicar and PCC via the Associate Vicar for Ministry
Responsible for	Choir Director(s), organists, Service Leaders, Intercessors, Bible Readers, Chalice Assistant, post-service hospitality organisers and others who serve in worship and liturgy.
Main purpose of job	To oversee and coordinate the worship and liturgical life of the Chinese Congregation, particularly the Sunday Eucharist, working with clergy, musicians, service leaders and volunteers to ensure services are appropriately planned and supported.

Overview

St Martin-in-the-Fields has three Eucharistic congregations including the Chinese-speaking Congregation, with a weekly Cantonese service at 1.30pm each Sunday. This congregation is being led by a leadership team of ministry leaders who would report to the Associate Vicar for Ministry and ultimately to the Vicar and PCC. The leadership team is made up of ministry leads for six areas of the congregation's life, of which this is one. There are other important roles within the congregation, such as Safeguarding Assistant, Children's Champion, and Administrator.

Ministry Leads will normally be appointed for a three-year term, renewable for a second term. A person would normally serve for a maximum of six consecutive years in the same Ministry Lead role.

In order to preserve continuity, renewal of Ministry Leads and the whole lay leadership team would be done on a staggering basis rather than everyone renewing at the same time.

Main Duties and Responsibilities

This role works closely with Congregational Administrator (currently voluntary) and others to fulfil the following tasks.

Oversee Worship

- To ensure the good support and order of contributions towards our Sunday worship in the Chinese Congregation by meeting regularly with ministry leaders and helping to ensure they have what they need to flourish.
- Oversee the planning and preparation of the order of service, which may entail: liaison with preachers, choir lead/director to confirm sermon themes, liturgical elements, bible readings and music selection ensuring a coherent and well-integrated service. Review and approve the final Order of Service. Coordinate with translators and the service order editor to ensure all content is finalised and submitted accurately and in a timely manner for printing.
- Where necessary, support worship and liturgy in other settings for the Chinese congregation e.g. Away Days, special services, funeral and memorial service.
- Liaise with the 10am congregation and contribute resources to support joint services. Plan monthly rota and coordinate with those who serve in worship and liturgy to take part in fulfilling the tasks/roles required in the service.
- Recruit volunteers to serve in the roles required in the services and provide relevant guidance and training.
- Working with the Lead for Preaching and Formation to ensure that there is good ongoing training and support for ministries in our worship (service leaders, intercessors, bible readers, chalice assistants, etc.).
- Responding to feedback from the congregation regarding our worship practices and ensuring good participation and partnership within the congregation.
- Coordinate and develop liturgical resources and facilitate creative, inclusive worship; facilitating good processes for the coordination of liturgical resources where needed, by drawing together a team from within the congregation, clergy and external expertise to produce worship resources that meet the needs of the congregation
- Regularly review liturgy elements and explore ideas to develop service liturgy that is meaningful to congregation members, enabling them to connect with God through worship.
- Enable congregation members to have better understanding of liturgy and enable the congregation to communicate with God through God's Word and prayer and respond with praise through worship and liturgy.
- Liaise with the livestreaming team to facilitate livestreaming of services.
- Liaise with the Verger Team

Participate in the Chinese-speaking Congregation Lay Leadership Team

- Attend and contribute to leadership team meetings, away days and other events to ensure the good leadership of the community.
- Attend and maintain mandatory Safeguarding training and other recommended training as required by the role
- Along with the other Ministry Leaders to lead, develop and respond to the Chinese Congregation within the values of the vicar and PCC of St Martin-in-the-Fields.

This is not an exhaustive description of duties. Aspects will change over time and the jobholder is expected to contribute to the role's development and progression, in discussion within the Lay Leadership Team and the Associate Vicar for Ministry.

Knowledge, skills, and abilities

Essential

- An ability to participate in appropriate meetings in both English and Cantonese.
- Good knowledge and appreciation of church services and activities, and the religious aims of St Martin-in-the-Fields.
- Good organisational skills to coordinate with a team of volunteers.
- Ability to respond calmly yet confidently to last-minute challenges and problems.
- A problem solver with resilience, flexibility, creativity.
- A person who takes responsibility to ensure that tasks are completed.
- Eye for detail and commitment to uphold the reputation of St Martin-in-the-Fields Chinese Congregation.
- Team player with an interest in people, who enjoys working with others.
- Ability to build good relationships and to maintain them while being persistent to ensure that jobs get done.
- Uses good processes to plan, progress and achieve conclusions.
- A willingness to think outside of the box, adaptive and flexible.
- A high level of self-motivation and ability to motivate others.
- A person of integrity who can keep the confidence of other,

Desirable

- An interest in understanding, adapting and developing liturgy being inclusive for diverse and multi-cultural e.g. Chinese within a Western large city such as London.

Who we are looking for

All adult members of the Chinese-speaking Congregation who are on the electoral roll (baptised, attending services for the past six months and approved by the PCC) are invited to apply.

How to apply

Email: Sian.Conway@smitf.org with a cover letter indicating why you would like to apply for this role by **30th November 2026**

Applicants can apply for up to 3 roles, stating their order of preferences in their email.

All eligible candidates who apply will be granted an interview