

Being Peace Community Practice Mentor

Position Overview

Location: Being Peace Centre, Abenhall, Gloucestershire

Employment Type: Contract for 3 days/week (0.6 FTE)

Contract Duration: 1 year with possible extension to 2 years. We are willing to consider good applicants who can only do shorter terms, so please do apply even if you can't do the suggested time commitment

Salary: £36,855 per annum *full-time equivalent* (pro-rata: £22,113 for 3 days/week)

Start Date: November 2025 to start of January 2026 according to candidate availability (earlier preferred)

Application Deadline: 21st October 2025 (12 noon)

If you're interested in this role, but don't meet all criteria, we'd still love to hear from you.

About Being Peace Centre

Being Peace Centre is a new mindfulness practice centre founded by Plum Village UK in the tradition of Zen Master Thich Nhat Hanh. Located on a beautiful historic farm in Abenhall, Gloucestershire, the centre will provide a peaceful environment for retreats and mindfulness practice throughout the year.

The centre will accommodate:

- 30+ residential guests year round
- Visiting teachers throughout the year
- The potential to grow this number to 60+ guests over the coming years
- A resident lay community of 6-8 people
- Working volunteers and regular local volunteers
- A sustainable "Happy Farm" mindful organic growing space, developing over the coming years
- Walking meditation paths and dedicated practice spaces

Our vision is to create a vibrant, inclusive community where people from all backgrounds can experience the transformative power of mindfulness practice in the Plum Village tradition.

Role Purpose

The Community Practice Mentor will provide the ground of spiritual practice at our new centre, particularly in terms of the spiritual and emotional care of the Resident Community, encouraging self-reflection and weaving Plum Village practice into the daily life of the

centre. The role will be appointed and guided by our interim Spiritual Guidance Council, which is made up of a group of monastics and lay Dharma teachers.

This is a unique opportunity to help shape the foundation and culture of a significant new Buddhist centre in the UK, combining people engagement skills, inclusivity and a deep commitment to mindfulness principles. This role will be essential to ensure the practice authenticity, integrity and tradition we are wanting for the Centre.

Key Responsibilities

Lead practice onsite

- Lead monthly dharma study and practice with all staff and Resident Community members present
- Be present and support daily practice schedules when no other teacher onsite
- Collaborate to cultivate a strong, harmonious, and self-sustaining sangha-led community, capable of independently facilitating daily practices.

Pastoral and spiritual support for all Being Peace team members

- One-to-one sessions with each Resident Community and staff member bi-weekly
- Facilitate weekly Dharma sharing circles and a monthly Beginning Anew practice, or mentor and delegate appropriate facilitators
- Support the development of facilitation skills among staff and residents; empower them to lead and sustain practice sessions
- Encourage personal and spiritual growth, helping staff and residents cultivate both practical competencies and inner capacities
- Plan community-building activities for Residential Community in collaboration with the residents and the Outreach & Volunteer Coordinator
- Mediate conflict resolution for the Resident Community and other team members when needed.
- Recognise your limits and seek external support from the wider community when necessary.
- Provide a layer of support for visiting teachers in leading successful retreats through liaising with centre staff and mediate conflict as necessary

Safeguarding

- Head up safeguarding at the centre, along with the Being Peace Centre Director, and be a first point of contact for any safeguarding as well as health, wellbeing and ethics concerns.

Person Specification

Essential Qualifications and Experience

- Order of Interbeing member, may be a Dharma teacher and/or former monastic with depth of Plum Village practice
- Leadership experience and skills, particularly in spiritual community and in leading diverse teams
- Either experience living in residential communities **or** relevant training and practice in interpersonal fields such as social work, psychotherapy, mediation, or conflict resolution

Essential Personal Qualities

- Strong interpersonal and communication abilities
- Ability to embody mindfulness in daily actions and interactions
- Deep understanding of how systems of oppression impact individuals and interpersonal relations
- Commitment to inclusive leadership and community building
- Strong emotional intelligence and conflict resolution skills
- Self-aware of own abilities and limitations
- Personal alignment with ecological and sustainable living principles
- Willingness to live at the Centre
- Adaptability and resilience in a startup environment

Desirable Qualifications and Experience

- Experience working with volunteers and community groups
- Previous experience living in a spiritual community context
- Lived experience or a deep understanding of social oppression and structural injustice
- Experience of safeguarding responsibilities and processes and good understanding of UK safeguarding law
- Equity, Diversity and Inclusion training and other interpersonal trainings such as conflict resolution, mediation, and psychotherapy

Working Arrangements

Compensation and Benefits

- Salary: £36,855 per annum *full-time equivalent* (pro-rata: **£22,113** for 3 days/week) with recommended onsite accommodation (with a commensurate salary reduction of £1000/month if this option is taken).
- Accommodation: On site in a *single* room if recommended option taken, or locally.

- Pension: Real Living Pension scheme (7% employer contribution, 5% employee contribution)
- Sick Pay: 4 weeks per year at full pay (pro-rata) then statutory sick pay
- Annual Leave: 25 days paid holiday plus bank holidays (pro-rata)
- Meals: Meals available when working. Full board if resident onsite (food will be prepared during retreats and provided for self-cooking in-between retreat times).

Working Pattern

- 3 days per week (22.5 hours)
- Flexibility required for evening and weekend work during retreats
- Core hours to be agreed based on centre needs

Reporting Structure

- Reports to: Plum Village UK Trustees and Spiritual Guidance Council
- Direct reports: None
- Works closely with: Being Peace Centre Director, visiting Dharma Teachers, Volunteer & Outreach Coordinator, Monastics, Resident Community, Work Retreatants

Application Process

How to Apply

Please submit the following to roles@plumvillage.uk by 12 noon on 21st October 2025.

If you're interested in this role, but don't meet all criteria, we'd still love to hear from you.

1. Comprehensive CV highlighting relevant experience
2. Cover letter (maximum 2 pages) explaining your interest in the role and how your experience and values align with the position
3. Names and contact details of two professional or sangha references

Selection Timeline

- Application deadline: 21 Oct 2025 (12 noon)
- First interviews: TBC
- Start date: Between November 2025 and the start of January 2026 according to candidate availability (earlier preferred)

Plum Village UK is committed to being a diverse and inclusive community. We welcome inquiries and applications from all suitably experienced individuals regardless of age,

disability, gender identity, ethnicity, religion, sexual orientation, relationship status and neurodiversity. An enhanced DBS check will be applied.

For further information about the Being Peace Centre please visit www.beingpeace.uk. If you need any clarification, support, or alternative methods to complete your application, please don't hesitate to contact us at roles@plumvillage.uk. We're here to help.