

The Church of England's vocation is and always has been to proclaim the good news of Jesus Christ afresh in each generation to the people of England. As the Established Church, it has the unique opportunity and responsibility to speak into our national life not just through its churches, chaplaincies, schools and other expressions of church, but also through its position locally and nationally, including through its 26 Lords Spiritual who sit in the House of Lords.

Since 2020 the Church of England has adopted a national vision and strategy. It is based on

- **one vision**, to be a Church for the whole nation which is Jesus Christ centred, and shaped by, the five marks of mission. A church that is **simpler, humbler, bolder;**
- **three priorities:**
 - o **To become a church of missionary disciples** where all God's people are free to live the Christian life, wherever we spend our time Sunday to Saturday.
 - o **To be a church where mixed ecology is the norm** – where every person in England has access to an enriching and compelling community of faith by adding new churches and new forms of Church to our parishes, cathedrals, schools and chaplaincies.
 - o **To be a church that is younger and more diverse.**

About the National Church Institutions (NCIs)

The National Church Institutions comprise a wide variety of teams, professions and functions that support the mission and ministries of the Church of England in its vision to be a church, centred on Jesus Christ, for the whole nation - a church that is simpler, humbler, bolder.

As Director for Faith and Public Life you will make a significant contribution to this vision. You will be focused on maximising the opportunities of the Church of England's unique role as the established Church in bringing a distinctive Christian voice to matters of public policy, public ethics and support for the common good. You will help the Church build and support constructive and collaborative relationships with other churches and faith communities, domestically and globally.

- [Read more about the Church of England's Vision and Strategy](#)

We Include. You Belong.

Our Belonging and Inclusion Strategy aims for everyone in the National Church Institutions (NCIs) to feel that they belong, and are valued for who they are and what they contribute. Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their background.

Living out our values in all that we do, we:

- Strive for **Excellence**
- Show **Compassion**

- **Respect** others
- **Collaborate**
- Act with **Integrity**

We believe our commitment to belonging and inclusion fuels our progress and drives us forward. The NCIs are a safe, inclusive workplace for people of all backgrounds and walks of life. We want to encourage applications from a diverse group of people who share our values. Even if you have never thought about working for us before, if you have the skills and experience we're looking for then we would like to hear from you.

About the department

The Faith and Public Life Department is responsible for the national-level engagement of the Church of England with public policy, ethics and political life, relations with other churches and faith communities and theological support for the Church's concerns. The team is formally responsible to the Archbishops' Council (i.e. to the national Church as an institution) and also gives direct support to the ministries of the Archbishops of Canterbury and York, and to those of the 26 bishops who sit in the House of Lords.

It is a broad remit, which reflects the breadth of the Church's mission and relationships across the whole country; and the way the Department operates needs to reflect the breadth of the Church also. The Department manages a number of projects which enhance the Church of England's ability to drive social change – current projects include: a Social Impact Investment programme, the support of disabled people in the church; and helping support dioceses and parishes to develop land for housing. The sub-teams who lead on the above work are supported by a dedicated administration and support team.

What you'll be doing

As the Director, your role will be to ensure that the team's work serves the Church's mission, and to give strategic leadership to a diverse team of highly skilled and experienced staff, liaising closely with the Church's governance structures (e.g. the Archbishops' Council and relevant committees, the Archbishops and other bishops) and other departments of the National Church Institutions. The Department has come together from different backgrounds over the last three years, so you will continue the work of building the team.

You will not be expected to be an expert in every aspect of the Department's work but will bring depth and wisdom to back up the expertise of your staff team. A good grounding in public and/or political theology and understanding of civil society would be a helpful background to supporting the most fast-moving areas of the team's work. You will have scope to take the lead in aspects of the work within FPL's remit, especially where you bring specific experience and expertise.

You will be a full member of the Archbishops' Council's Senior Management Group (SMG) and the Archbishop of Canterbury's Advisory Forum of senior staff (AAF). You will report to the Secretary General and will line manage the lead staff of the various FPL sub teams (see attached team chart).

You will play a part in reflecting upon and shaping wider policy across the Church, introducing learning and perspectives from the FPL team and ensuring that the FPL team has an appropriate understanding of the wider Church context of its work.

The FPL team is based in Lambeth Palace, but team members may be required to work at times at Church House, Westminster and other locations. The Director could be based at Lambeth Palace, or at Bishopthorpe Palace near York. You will be required to attend meetings in various parts of the country, such as the General Synod (in London and York), the House and College of Bishops and the Archbishops' Council which meet at a variety of locations, and to be visible in dioceses from time to time. The Director will need to work mostly alongside the team and those it supports, though a degree of home working and remote working is possible. The emphasis is on flexibility and working collaboratively with others.

The national Church institutions are likely to be subject to some change in structure in the next few years, as and when the National Church Governance Measure is enacted and comes into effect. The principal effect of the Measure is to replace the Archbishops' Council with a new national body, Church of England National Services, which will include the Faith and Public Life team alongside other national functions. As Director you will need to lead the team through these changes.

MAIN DUTIES AND RESPONSIBILITIES

1. Leading the Faith and Public Life Department:

- Co-ordinating the work across the Department, ensuring it is informed by and aligned to the Church's vision and strategy
- Setting priorities and the agreed work plan for the Department, maintaining quality standards, and managing the Department's budget
- Taking responsibility for work on particular issues that cut across the remit of the Department or require sustained senior involvement.
- Overseeing the effective delivery of agreed externally or discretely funded projects.
- Leading and building a team which exemplifies the NCI values and behaviours and our inclusion and belonging commitments; and maximising the effectiveness of the different sub-teams working together and supporting each other.

2. Working with the Office of the Archbishops:

- Supporting the Archbishops in their public affairs and faith relations responsibilities.
- Liaising closely with the Lambeth and Bishopthorpe Chiefs of Staff to ensure effective approaches to policy advice and development.

3. Working with Bishops and Governing Bodies:

- Ensuring Bishops, especially the Lords Spiritual, receive policy advice and support in their responsibilities relating to the Faith and Public Life remit.
- Ensuring the Department's public affairs and faith relations work is effective, focused and consistent with the direction set by governing bodies. the Archbishops' Council, and its Mission and Public Affairs Council.
- Ensuring support is provided to relevant governing committees, working with chairs to plan business and give effect to decisions.
- Ensuring the work meets defined needs and is well communicated to dioceses and parishes.
- Representing the Department at Archbishops' Council, House of Bishops, General Synod and other relevant bodies

4. Working with Faith Communities:

- Promoting partnership and ensuring the CofE is represented on Faith and Public Life issues with ecumenical colleagues; and overseeing the Church's national ecumenical work
- Liaising closely with the Anglican Communion Office on issues of mutual concern, especially on international relations
- Ensuring appropriate collaboration with other faith leaders across the Department's remit

5. Working with Government:

- Maintaining an overview of proposed government legislation and consultations
- Ensuring effective church input to Government policy formation
- Promoting the Church's view with Whitehall officials on particular issues
- Developing a wide range of productive relationships across the political spectrum, and creating a team culture of constructive relationship management

6. Leading within the National Church Institutions:

- Contributing to the overall management of the organisation as a member of the Senior Management Group
- Taking a full role in shared senior leadership of cross-NCI priorities and initiatives.

All staff Lambeth Palace share responsibility to promote and maintain a strong safeguarding culture with regard to children and vulnerable adults, including identifying the key actions they should take given their role and responsibilities.

Your job description is intended to reflect your main tasks and areas of work, but is not exhaustive. Changes may occur over time and you will be expected to agree any reasonable changes to your job description that are commensurate with your banding and in line with the general nature of your post. You will be consulted about any changes to your job description before these are implemented.

About You

The Church of England is for everyone and we want to reflect the diversity of the community the Church serves across the whole country. Therefore, while of course we welcome all applications from interested and suitably experienced people, we would particularly welcome applicants from UK Minoritised Ethnicities (UKME)/Global Majority Heritage (GMH) and other under-represented groups.

Occupational Requirement:

- This post carries an occupational requirement to be a Christian (in accordance with the Equality Act 2010).

Essential

- High level professional skills in one or more disciplines such as: public ethics, government relations, business development, media relations, external relations, stakeholder communications, or similar
- Ability to think theologically, to a level to be a credible interlocutor with bishops, academics and others on the application of theology to public affairs
- Ability to form strategy, to translate abstract ideas and aspirations into implementation plans and delivery, and to win support for the plans
- Ability to lead and create a team by bringing together high-performing individuals, working together in a complex environment, whilst supporting all staff to build agile, engaged, inclusive, high performing teams at all levels
- High level of oral and written communication skills, including ability to convey complex ideas clearly and persuasively to different audiences
- Relate and communicate well to a wide variety of diverse stakeholders
- Discretion and judgement, within a sometimes ambiguous and complex environment
- Ability to represent the Church of England at senior level in public contexts and to represent the National Church Institutions across the Church
- Ability to work collaboratively with a diverse range of people at all levels
- Good knowledge of the Church of England, its doctrine and its diversity of church tradition, sympathy with its mission and values, and an ability to work across all those church traditions.

Knowledge/Experience:

- Senior level experience of operating successfully in outward-facing roles
- Experience of working with public policy specialists and experts to help shape an organisation's policy position for advocacy campaigns and projects
- Proven experience of building relationships, networks and processes which lead to securing high level interactions with leaders in politics, business, or faith networks in order to deliver strategic outcomes
- Proven experience of collaborative working across a range of networks to deliver faith-based campaigns or projects
- Experience of visible senior leadership, tailoring management styles to the requirements of each team member to provide direction and support to each person as required, and role modelling organisational values and diversity commitments
- Clear understanding of trends and current/emerging debates in public affairs and faith relations
- Experience of working on domestic and international projects and campaigns
- Experience in applying theological understanding of mission and of practical theology to public affairs and controversies.

Personal Attributes:

- A strong learning orientation that drives both personal and professional development
- Personal resilience, with ability to prioritise effectively and support colleagues, with proven methods and support networks for maintaining personal wellbeing.

Education:

- Degree, or equivalent by experience, at a sufficiently high level to engage plausibly with academics and other acknowledged experts in many fields.
- Sufficient formation in theology to support the essential requirement for applied theological thinking in this role.

Desirable

Knowledge/Experience:

- Programme and project management experience.
- Budget management experience.

Vacancy Summary

JOB TITLE:	Director for Faith and Public Life
NCI ENTITY:	Archbishops' Council
DEPARTMENT:	Faith & Public Life
GRADE:	Band 0 Market Rate Salary
SALARY:	circa £100k
WORKING HOURS:	35
PRIMARY OFFICE LOCATION:	Lambeth Palace, London or Bishopthorpe Palace, York
HYBRID WORK ARRANGEMENTS:	Regular attendance at the London office is essential
SUITABLE FOR FULL HOMEWORKING:	<input type="checkbox"/>
HOMEWORKING REQUIRED:	<input type="checkbox"/>
CONTRACT TYPE:	Permanent
IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL	<input type="checkbox"/> Select level of DBS Check required
IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?	<input checked="" type="checkbox"/>
ORACLE POSITION CODE:	8017760
COST CODE:	22311
PARENT POSITION:	Secretary General