

# Diocese Recruitment Pack

Diocesan Children and Family Lead



Bigger Church, Bigger Difference



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# Welcome



Dear Applicant,

Thank you for your interest in a position with the Diocese of Liverpool, and for considering us as the next step in your career. We serve a vibrant and diverse diocese, working in partnership with a wide range of worshipping communities, churches, schools, charities and other organisations across the region.

This is an exciting time to join our team as we continue our transformational journey of change – aimed at enabling our churches to grow and become younger and more diverse. Our Fit for Mission programme is at the heart of this approach, helping churches to flourish, develop new leaders, and expand their work with children and young people, with social justice at the heart of our mission.

As an employer, we offer flexible and hybrid working, a strong sense of community, and opportunities to develop your skills in a collaborative environment where we hope you will feel valued, supported and empowered to grow.

We are looking for people whose values resonate with our ethos and who are excited to help shape the future of the Diocese of Liverpool.

If you want to be part of a team striving to make a lasting impact on the communities we serve, then we would love to hear from you.

Yours faithfully,

Diocesan Secretary  
Diocese of Liverpool





# Who we are

The Diocese of Liverpool is one of 42 dioceses that make up the Church of England, sitting within the Province of York under the guidance of the Archbishop of York.

Our diocese spans far beyond the heart of Liverpool, from the coastal town of Southport to the industrial heritage of Widnes, from the communities of North Warrington to the borough of Wigan, we serve a wide and dynamic region. Our operational base is St James' House, situated next to the breath-taking Liverpool Cathedral - the mother church of our diocese and an iconic landmark of faith and culture.





# Our Diocese

Our diocese is led by the interim Bishop of Liverpool and the Bishop of Warrington, supported by three Archdeacons of Liverpool, Knowsley & Sefton, and St Helens & Warrington. These archdeaconries are made up of 14 deaneries, which include:

- 160 parishes, each with its own unique character and mission
- 275 dedicated members of clergy
- 275 licensed readers actively engaged in ministry
- 100 retired clergy still making a meaningful impact
- 50,000 committed church members
- 120 church schools educating and nurturing faith
- 30,000 children receiving their education in a church school setting

The Diocese of Liverpool's mother church is the Liverpool Cathedral which is the biggest cathedral in the UK and also one of the biggest in the world!

Our administrative centre is Saint James House where you would primarily be based in this role and where majority of our staff are based.

# Our Vision

Our diocesan vision is simple. We are asking God for a bigger church which will allow us to make a bigger difference with more people knowing Jesus and more justice in the world.

Our first ever Bishop of Liverpool, J.C Ryle, wanted every person, lay or ordained to become 'active agents' of the church. That belief has shaped our mission since the 1800s and remains at the heart of what we do today. We are committed to ensuring that everyone in our diocese is equipped and empowered to live out their faith in meaningful ways.

We have developed a bold and ambitious plan to help every part of our diocese step forward in mission. We want to see parishes working together to build a church that is younger, more diverse, and deeply rooted in its communities - a confident Christian presence in every area we serve.

To help our parishes, schools and chaplaincies flourish and fully embrace this vision, we are prioritising:



This is an exciting time to be part of the Diocese of Liverpool as we continue on this transformative journey together.

# Our Strategy - Fit for Mission

At the heart of our diocesan strategy is Fit for Mission, a transformative programme designed to remove barriers to growth and equip our churches to flourish. This initiative supports every deanery in the Diocese of Liverpool to shape its own future - strengthening mission, deepening discipleship, and ensuring sustainability.

Through Fit for Mission, we are investing in six key areas, providing expert support and specialist resources to empower our churches to:

- Deliver best-practice missional ministry through collaborative team working with a group of other churches
- Multiply the number and type of church communities, so that many more people can know Jesus
- Deliver sustainable buildings to meet and worship in
- Give good support and accountability to lay and clergy leaders
- Streamline parish bureaucracy through forming larger parishes
- Make admin and compliance easier through Resource Hubs in each larger parish

Fit for Mission is about renewal, opportunity, and a bold step into the future. Together, we are building a Church that is equipped, empowered, and ready to make a lasting impact.

For more information, visit [www.liverpoolcofe.org/fitformission](http://www.liverpoolcofe.org/fitformission).

# Our Strategy - Diocesan Investment Programme

Building on our Fit For Mission programme, we are working towards a new investment from the Church of England to enable us to expand delivery in:

- 1 Mission** – Expanding our work with children and young people, championing social and racial justice, revitalising churches, and establishing new worshipping communities.
- 2 People** – Deepening discipleship, creating clear vocational pathways through 'Lifecall', and offering accessible training and development for both lay and ordained ministry.
- 3 Financial Sustainability** – Encouraging generosity as a core part of discipleship, providing expert guidance on maximising church buildings and assets, and offering grants to support mission and long-term growth.

This is a moment of opportunity - a time to step forward with faith, ambition, and commitment. Together, we are shaping a thriving future for the Church in Liverpool and beyond.





# How we value you

The Diocese of Liverpool is a special place to work, and we're committed to valuing our people to ensure that you are supported to develop and succeed.

## **What it's like to work here:**

- We have a positive working environment with a family friendly approach, offering flexi time and hybrid working for all roles.
- We are actively seeking to be a more diverse and fully inclusive workplace, focussing on developing community through informal groups and activities. We have staff resource groups for people identifying as LGBTQIA+ and from UKME.
- Working in a smaller organisation like ours gives you many opportunities to develop through gaining wider experience working with multiple small teams. We actively encourage early career employees to expand their range of experience and skills and we look forward to helping you to develop.
- With open plan working and shared activities you will quickly get to know everybody here whilst forming key, strong relationships in a small team.



# Our benefits

We want you to feel valued and appreciated for the contribution you will make to ensuring our churches, schools and chaplaincies can make a significant difference for good in the lives and communities of our region. That is why we offer you the following benefits:

- Non-contributory pension scheme, worth up to 14.5%. There is the opportunity for employees to make additional voluntary contributions, where the first 3% will be matched by the employer
- 25 days leave per year (excluding bank holidays) with up to 3 days additional leave per year over the Christmas period
- Employee Assistance Programme (free 24 hour confidential helpline to support staff wellbeing (including counselling))
- Hybrid/flexible working
- Generous sick pay scheme
- Free city centre parking available 7 days per week
- Free tea and coffee provided
- Staff discount - Welsford Bistro
- Staff discount - Cathedral shop
- Exclusive invitations and previews to Cathedral events and exhibitions
- Staff discount on Liverpool City Council Lifestyles gym membership



# The Role

**Role Title:** Diocesan Children and Family Lead

**Reporting to:** 0-18+ Discipleship and Vocation Strategy Lead

**Salary:** £35,000 per annum

**Hours:** 35 Hours

**Location:** St James House, Liverpool

## Role Summary:

Liverpool diocese shares the Church of England's ambition to grow a church that is younger and more diverse. After a recent first release of investment now enables Liverpool diocese to form a new team focused on developing and implementing a new and comprehensive 0-18+ discipleship and vocations strategy that will be ambitious yet achievable. It is a very exciting opportunity. From a low base, our objective is to see significant growth in the number of children and young people encountering Jesus, becoming embedded in a discipleship journey in church communities, and going on to explore their vocation, including ministry leadership in some capacity.

The Diocesan Children's and Family role will lead the children's and family strategy (ages 0-11) as part of an integrated 0-18+ strategy for the diocese. This is an exciting opportunity, to be part of forming and shaping a new team of Youth and Children's Hubs in deaneries, and starting from a very low base, to establish new and innovative ministries and worshipping communities that will reach and encourage children and families who have no connection with faith and church, as well as those that do. The role will build on previous work that has been established, revive work streams where appropriate from successful legacy work in children's ministry, and the strategy will grow and evolve as we gain more experience of working across the diocese in a new way.

# The Role

The role will develop the strategy in collaboration with the 0-18+ Strategy Lead and team, the diocesan Education Department and with the church and lay ministry leaders in each LSP/deanery. The strategy will be developed around the interaction of School, Church and Home and will include outreach to children and their parents/carers, linking closely with the Schools Worshipping Community Coordinator. It will be informed by insights from research from within Liverpool and National Church initiatives such as 'Growing Faith'.

This role sits within a new team of specialist diocesan leads in the following areas:

- Diocesan Youth Lead
- Diocesan Lead for Schools Based Worship Communities
- Diocesan Project Administrator

As part of this team, this role is responsible for producing and sign-posting support and resources, convening learning across the diocese and leading learning reviews; working closely with colleagues in the learning & development team to help shape a relevant lay and ordained learning curriculum; acting as an advocate in relation to developing vocations in others; mentoring and supporting volunteers; and operating to the highest professional standards in children and youth work.

## **Position in organisation/accountable to;**

This position sits within the 0-18+ Team and reports to the 0-18+ Strategy Lead.

## **Duties and key responsibilities;**

• Develop and lead the Children & Families' Strategy (ages 0-11) as part of the integrated 0-18+ children and young people's discipleship and vocation strategy. This will be in collaboration with the 0-18+ Strategy Lead (your team leader) and team, within each deanery, liaising with the Education Team and with lay and ordained ministry leadership.



# The Role

-Produce and signpost support and resources for Hub Leads based in deaneries and use in the diocese. This will include:

- Developing resources and identifying support for the Hub Leads to implement deanery Children & Families strategies
- Convening and running a thriving Children and Families' Strategy Learning Community with the Hub teams and other paid and voluntary leaders and teams.
- Liaising and facilitating support from other diocesan teams e.g. asset development team looking at use of church buildings
- Leading strategy learning reviews with churches, ministries and hubs.

-Act as an advocate for Children & Families' strategy within the diocese. This includes a strong working relationship with the diocesan Education Department, and input and support to the 'Lifecall' vocations work including speaking with people interested in pursuing children and families' ministry.

•Work closely with colleagues within the 0-18+ team, the Education Department, and across the diocese, to identify opportunities and synergies to strengthen Children & Families work. This will include regular liaison with Hub Leads, clergy and lay ministry leadership in deaneries – especially Rectors in Larger Single Parishes and the leadership of resource churches, as well as colleagues in the Education Department and in other diocesan teams such as social and racial justice teams. It will also include liaising with leads in other church denominations in the diocese, and non-church-based children's work.

•Work closely with colleagues in the Learning & Development team to help shape a relevant and effective development curriculum for those in children and families work. This includes participating in training needs analyses for children and family ministry leaders and volunteers, curriculum evaluation and supporting learning programmes.

•Champion best practice and the highest professional standards of working with Children & Families. This includes:

- Close teamwork with the Safeguarding Team and Education Department
- Being an active member within the National Church Children & Families worker network drawing on learning, best practice and future funding opportunities
- Personal professional development

# The Role

·Develop in their own spiritual discipleship journey. This includes appropriate attention to their own spiritual formation, as well as emotional, physical and mental health. Role holders should consider supervision and/or spiritual direction.



# Person Specification

## **Essential:**

### **Experience**

- Children and Families work leadership experience in a Christian church context
- Led the development and implementation of a children and families' ministry strategy
- Proven ability to lead and develop a team – including inspiring a team as well as dealing with challenging performance issues

### **Knowledge and skills**

- Recognised children and family's ministry qualification
- Strong communication skills – oral and written
- Effective influencer and networker
- Mentoring and coaching skills
- Demonstrable leadership skills – set out a vision, confidently lead others with a posture of humility and service, draw people towards and together
- Excellent listening and discernment skills
- Safeguarding best practice
- Ability to write creative, relevant and effective resources

### **Personal qualities**

- A person of prayer and deep Christian faith
- Collaborative, approachable, team player, builds networks
- Self-motivated with the ability to motivate and inspire others
- Resilient with an ability to work independently at times, ensuring tasks promised are fulfilled
- A person of integrity, able to manage confidential information securely.

# Person Specification

## **Desirable:**

### **Experience**

- Ideally across a diocese or denomination in a multi-social/ethnic context
- Knowledge or experience of setting up a worshipping community or new venture in a voluntary setting.
- Knowledge of the full breadth of theological traditions in the Church of England.

### **Knowledge and skills**

- Degree in theology, Youth/Children's ministry or equivalent
- Project Management
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### **Personal qualities**

- Travel in the diocese is required including evenings and weekends – ability to drive and access to own car is preferable

# How to apply

- ✓ Read through the helpful information on our website regarding the position and follow the link to Church Pathways to proceed with your application.
- ✓ For further support and/or questions, email **HR@liverpool.anglican.org**
- ✓ Applications are assessed based on the Person Specification - use concrete examples to help give yourself the best possible chance.

## Recruitment Timeline:

- > **Applications Open: 17<sup>th</sup> September 2025**
- > **Applications Close: 12th October 2025**
- > **Shortlisting Date: 13th October 2025**
- > **Interview Date: 20th October 2025**

If you would like an informal chat about the role or have any questions, please don't hesitate to get in touch via **HR@liverpool.anglican.org**

The Diocese of Liverpool are committed to safeguarding and promoting equality, we are committed to equality of opportunity, to be fair and inclusive, and to being a place where all belong. We encourage applications from candidates who are likely to be unrepresented in our workforce. These include people from Black, Asian and ethnic minority backgrounds, disabled people and LGBTQI+ backgrounds.



# Get in touch

The Diocese of Liverpool is here to help with any questions or enquiries you may have about the role

Contact: **[HR@liverpool.anglican.org](mailto:HR@liverpool.anglican.org)**

Website: **[liverpoolcofe.org](http://liverpoolcofe.org)**

Address: **St James' House, 20 St James' Road, Liverpool, L1 7BY**



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