



RESEARCH & INSIGHTS ANALYST

Full-time

Diocese of Newcastle



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www.newcastle.anglican.org

Newcastle Diocesan Board of Finance. A Company Limited by Guarantee and a Registered Charity. Registered in England number 650977. Registered office: Church House, St John's Terrace, North Shields NE296HS.

Welcome



Welcome to the Diocese of Newcastle and to this information pack about the position of Research & Insights Analyst.

Thank you for taking a look. I very much hope and pray that what you find here will help your discernment about where God might be calling you in this season.

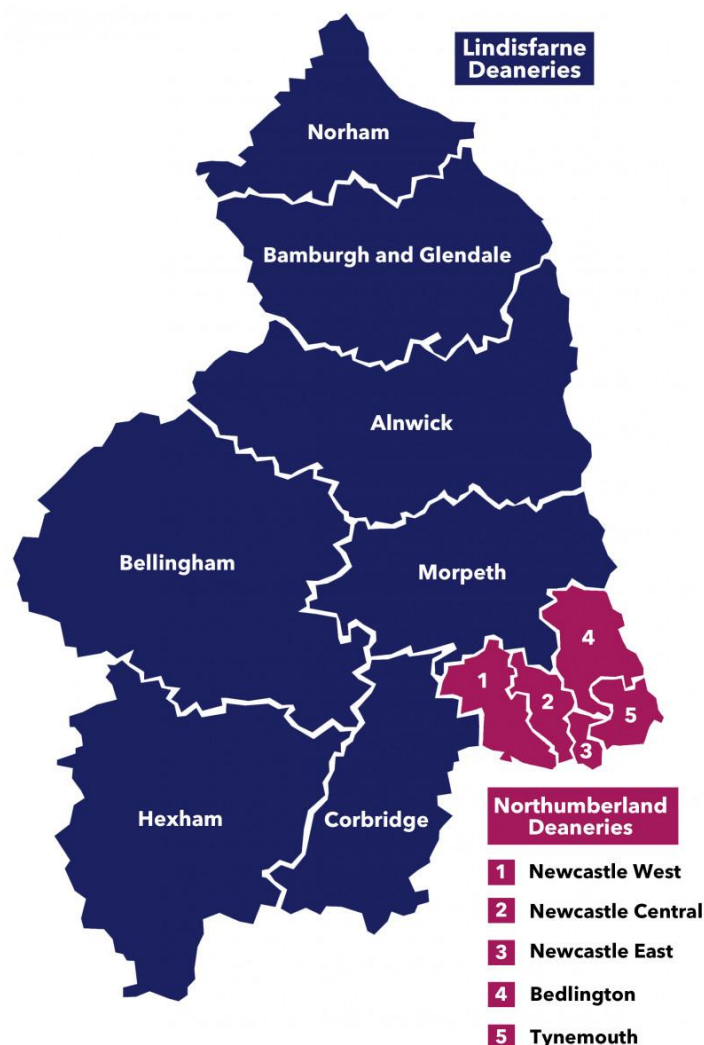
This is indeed an exciting time in our diocese, with hope for renewed energy and vision as we engage with God's mission. With our outward-facing values of **seeking**, **sharing**, and **sending** we are seeking to enable more and different people to experience life to the full. This is a beautiful part of England, founded on the rich spiritual heritage of the Northern saints. All of life is here, from upland rural to inner city, from coastal beaches to National Park trails.

The Research & Insights Analyst is a key role in helping us to have the right structures in place to engage with God's mission across all of the communities we serve.

Thank you again for your interest, and prayers and best wishes as you consider an application.

The Rt Revd Dr Helen-Ann Hartley, Bishop of Newcastle

Introduction to the Diocese of Newcastle



The Diocese of Newcastle is the Church of England's most northerly diocese. Formed in 1882 the Diocese covered an area almost equivalent to the then County of Northumberland. With **168** parishes across **2,110** square miles the Diocese covers the local authorities of Northumberland, Newcastle, North Tyneside and also small parts of County Durham and Cumbria. The **12** deaneries within **2** archdeaconries (Lindisfarne and Northumberland) serve a population of **831,600** people across a variety of communities ranging from sparse rural to market towns, suburban and larger inner-city areas.

A current cohort of **107** stipendiary, **26** self-supporting clergy and **43** Readers under the episcopal leadership of our diocesan bishop, the Rt Revd Dr Helen-Ann Hartley and the suffragan Bishop of Berwick, the Rt Revd Mark Wroe are resourced by a team of lay and ordained officers who support the development of mission and ministry across the Diocese of Newcastle. A small administration team is based at Church House, North Shields. This is also the base for the Joint Education Team and Joint Communications Team (both serving the Dioceses of Durham and Newcastle), the Lindisfarne College of Theology and a well-stocked Religious Resources Centre.

Location

This post will be located at: Church House, St John's Terrace, North Shields NE29 6HS. Due to the nature of the post, there is a requirement to occasionally work at other locations throughout the Diocese, with some evening and weekend work required over the year.

OVERVIEW

As part of our work to develop our capacity for diocesan growth and renewal, the Bishop's Council have committed to a period of local consultation, engagement and strategic discernment in order (through prayer, conversation, research and modelling) to develop a long term strategy for achieving sustainable, missional growth (a 'Diocesan Transformation plan') together with a supporting scheme for cultural change as we seek to become a Diocese that is growing younger and more diverse and growing as missional disciples of Jesus Christ.

As we begin this work, we are recruiting a fixed term Diocesan Transformation Programme team to support the period of discernment, that will drive the development and design of this strategy.

A key element of this will be developing high quality data and insights which draw on the experience of our local stakeholders and leaders to contribute to our process of discernment, and which empower us together to understand how God is calling us to faithfully address the task of mission as the Church of England in the Diocese of Newcastle at this time and over the years to come in a quickly changing local context.

The Research and Insights Analyst will be a crucial member of this creative team who will work together and with the wider Diocesan and local leaders to develop insights, engagement and ideas as we develop our strategy for longer term transformation.

Able to think creatively, you will work with our team to develop a range of ways to capture local experience, impact, missional opportunities and gap analysis, generating qualitative and quantitative insights, translating findings to identify trends and causal relationships, map gaps and contribute to develop theories of change.

Together with the wider team, you will use consultation to create conversation and generate a sense of shared purpose, underpinned by our Christian faith in Jesus Christ, in ways that make sense to local people and reanimate our shared story as God's people in the Northeast of England.

You will be a creative and positive thinker, who enjoys working with volunteers, clergy and lay leaders, who is enthusiastic about our shared faith in Jesus and is committed to working collaboratively and wisely, recognising the contributions and agency of others.

The role is a fixed term role, based at Church House, with regular work in parishes, occasional weekend and evening work and opportunity for some home working (in consultation with the programme manager) requiring the ability to travel across the breadth of our diocese.

CONTEXT

The Diocese of Newcastle is one of the most diverse dioceses in the Church of England, with a population that includes the diversity of inner-city Newcastle, ex-colliery and industrial communities of Blyth and Ashington, coastal villages, market towns and remote villages of inland Northumberland.

With 70 full time clergy, university and hospital chaplaincies, church schools and 236 churches we are well rooted in every context and keen to find ways to proclaim the gospel afresh in ways that make sense for a changing local context that has found mission and sustainability challenging in recent years.

With support from the National Church, we are beginning a process of strategic review, discernment and reimagination, ahead of developing a fuller Diocesan Transformation programme for launch in 2028).

THE ROLE

To accelerate the design and development of our strategy for transformation and sustaining mission and ministry, the Diocese is seeking to appoint a **Research and Insights Analyst** to support the discernment of our senior leaders through providing local consultation and developing detailed insights into our current reach and resources and local change, challenges and missional opportunities. The role requires someone with the vision and skills to:

- identify, collect, assimilate and analyse data to provide the insights to help inform the design of the strategy;
- engage with parishes and deaneries to develop and evaluate these insights to map the context specific opportunities and help instil cultural change.

This is a fixed term project post enabling us to develop a comprehensive understanding of our current position to enable us to develop a long-term strategy for missional renewal and sustainability that is firmly grounded in a well evidenced understanding of our local realities, prospects and challenges.

PURPOSE

To support the discernment of the Bishop's staff team, Bishop's Council, Archdeacons, Director of Mission & Ministry and Transformation Team Programme Lead, to develop a Diocesan Transformation Plan (to deliver sustainable missional change and growth) through modelling change, capturing local missional experience and producing projections for missional growth, identifying key areas of local change and future missional opportunities and produce comprehensive health and vitality data. This will include:

- Developing stakeholder engagement with clergy, congregations and other partners to generate insights into capacity, missional readiness, discipleship, confidence, challenges and opportunities;
- Produce qualitative and quantitative data insights from a variety of stakeholders to inform planning and understand local and regional patterns and points of change;
- Generate and interpret data, supporting the Transformation Programme Team Lead to develop projections and develop models and strategies for growth;
- Supporting the development of systems for measuring growth, impact and learning in support of the design and development of a longer-term scheme for missional transformation, culture change and sustainability.

OBJECTIVES

Over the course of this fixed term appointment, the postholder will enable learning by working relationally across the Diocese, with programme and project teams, and with parishes across the Diocese to:

- Develop a comprehensive understanding of diocesan and external datasets - translating data and sometimes incomplete evidence into clear, accessible insights and narratives;
- Model change in all our parishes since 2021, Identifying key areas of local change and future missional opportunity/need;
- Working with the Transformation Team Programme Lead and wider Mission and Ministry Team to produce projections for missional growth in all our contexts to 2031 and 2036;
- Supporting the Transformation (Vision & Capacity) Core team to develop health & vitality assessment and insights for all our contexts, to support decision making and strategy development;
- Work with the Core Team, Director of Mission & other partners to identify long term vocations patterns and projections to 2036;

- Systematically collect, manage and analyse diocesan, national, and contextual datasets, sourcing information from varied internal and external sources (including demographic, attendance, financial and context data) to support strategic decision-making and planning;
- Gather and interpret contextual knowledge from parishes, deaneries and other local sources to complement quantitative data and ensure that insights reflect local realities;
- Ensure compliance with data protection (GDPR) and confidentiality standards in all aspects of data handling;
- Work collaboratively with national Church teams and external partners as needed;
- Contribute to the wider work of the Transformation Programme team as needed..

Essential Criteria Qualification & Training	• Educated to degree level in a related subject, or equivalent professional experience • Demonstrable experience designing and generating data and establishing insights • Able to interpret, evaluate and critically appraise a range of data • Experience working with qualitative and quantitative evidence, integrating multiple data sources to inform decision-making • High level of IT literacy, including use of Microsoft Excel • Ability to visualise data and design dashboards (e.g. use of Power BI or other tools to support decision-making) • Awareness of external public data sources (e.g. Census, public health data) and the ability to integrate them with diocesan data • Excellent communication and relationship building skills. Enjoys and able to engage with, contextualise for and draw out the contribution of a breadth of contexts and communities • Able to publicly present findings and challenging existing orthodoxies • Able to confidently support, participate in and advocate for the mission and ethos of the Church of England and the vision and values of the church • Able to honour the breadth of the Church of England • Willingness and ability to travel across the diocese, including rural or remote locations • Ability to work flexibly, including attendance at occasional evening or weekend meetings
Desirable	• Experience working in charity, public sector, voluntary, or faith-based contexts where impact is complex and not easily captured by simple metrics • Understanding of the structure, organisation, and culture of the Church of England • Familiarity with Stats for Mission, Parish Returns and other CofE resources • Financial literacy • Experience of ensuring data integrity, quality assurance, and data security • Involvement in a local church and experience of parish ministry

Personal Qualities

- Self-motivated, flexible, and capable of organising and prioritising, working independently whilst also being part of the wider team and working to deadlines;
- Experience in data analysis, qualitative and quantitative research. Confident in interpreting and interrogating primary and secondary data;
- A strong communicator, with good interpersonal skills, able to communicate in a variety of media.
- A clear, critical thinker – enthusiastic about learning and using data to energise community transformation;
- Aware of the need to maintain confidentiality and respond sensitively to difficult issues;
- Committed to GDPR, safe working and safeguarding;
- Able to work effectively with volunteers, employees, clergy and a wide range of people across a diverse community;
- Committed to and supportive of the aims and ethos of the Church of England;
- Full drivers licence and willingness to travel.

Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual;
- reflects the diversity of the nation that the Church of England exists to serve;
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Standards of Behaviour and Conduct

Employees are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

Health and Safety Responsibilities

The Newcastle Diocesan Board of Finance takes Health and Safety at work very seriously and require their employees to familiarise themselves with, and follow, their policy.

Salary	The salary is £40,445 per annum
Pension Contributions	Employees will be automatically enrolled into the Church Workers Pension Fund (CWPF) Pension Builder Classic Scheme. The Newcastle Diocesan Board of Finance contributes 10% of pensionable salary as an employer contribution to the Scheme (9.5% contribution and 0.5% life cover). This is a non-contributory Scheme and staff may voluntarily contribute to the Scheme if they wish to do so. Employees have a right to opt out of the Scheme after enrolment. There is an option for a member of the clergy to continue membership of the Clergy Pension Scheme by paying the difference in pension costs between the two schemes.
Hours of Duty	The post is offered as a full-time post. The post may require availability and attendance at evening and weekend meetings and events. Overtime is not paid but time off in lieu is provided. Lunch and any other breaks are unpaid.
Annual Leave	The leave year runs from 1st January to 31st December. Full-time staff receive 25 days paid leave per leave year exclusive of 8 public holidays, plus an additional 4 days holiday approved by the Board. Part-time staff receive a pro rata allocation of leave which includes a pro rata of the public holidays and additional holidays approved by the Board.
Contract	The employer is the Newcastle Diocesan Board of Finance. The post is subject to a three-month probationary period.
Location	This post is located at Church House, St John's Terrace, North Shields NE29 6HS. Much of the role is office based but aspects of the role will include site visits and meetings at locations across the Diocese of Newcastle. Church House is located close to Percy Main Metro Station and other public transport options. There is parking available on site and access to Electric Vehicle charging.

Accountability and key relationships	• The Transformation Team Programme Lead (line manager) • The Transformation Programme team (staff team) • The Transformation (Vision & Strategy) Core Team • The Director of the Mission & Ministry (& Team) • Archdeacons, Area Deans and Deanery Planning Groups • Generosity & Giving team • Representatives of the Vision and Strategy Team for the National Church
Additional Information	• There is an Occupational Requirement for the post holder to be a practising Christian of in accordance with Schedule 9 to the Equality Act 2010. • The post will be offered to the successful candidate subject to satisfactory references, DBS check at enhanced level and proof of eligibility to work in the UK. • Some travel to gatherings in the diocese will be required. Expenses will be fully reimbursed. • This is a fixed term post to March 31st, 2028.
How to apply	Applications are to be made through Pathways and should include a CV: Click here The closing date for the receipt of applications is 7th September 2026. Interviews will be held in-person on 23rd September 2026. Interview will be by panel interview, presentation of a previous portfolio of work and a short presentation (title to be advised on invitation to interview). Please contact the Administrative Lead to arrange an informal chat, Ruth O'Hagan r.ohagan@newcastle.anglican.org