TRANSFORMATION TEAM PROGRAMME LEAD

Full-time

Diocese of Newcastle






THE CHURCH OF ENGLAND
DIOCESE OF NEWCASTLE
Seeking. Sharing. Sending.

Diocese of Newcastle
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Welcome



Welcome to the Diocese of Newcastle and to this information pack about the position of Transformation Team Programme Lead.

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.

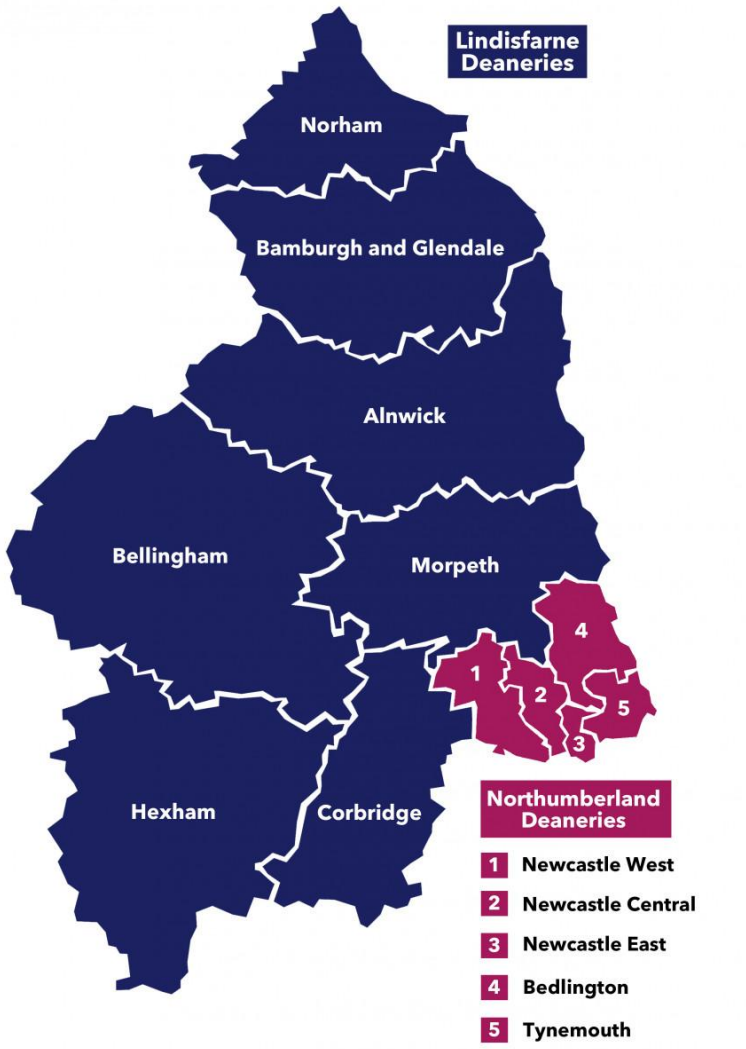
This is indeed an exciting time in our diocese, with hope for renewed energy and vision as we engage with God's mission. With our outward-facing values of **seeking**, **sharing**, and **sending** we are seeking more and different people experiencing life in all its fullness. This is a beautiful part 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 Transformation Team Programme Lead 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 with the possibility for hybrid working. 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 commitment 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 ten-year strategy for growth (or 'Diocesan Transformation plan).

As a step towards this we are recruiting a fixed term programme team to support this period of discernment, design and development. A key element of this will be appointing an experienced programme lead, with experience of church growth programme leadership, to lead the discernment and development of our transformation strategy (ready for submission to the national Church in 2028).

With a track record of developing vision and resourcing missional engagement, the successful candidate will have a history of leading change, will be motivated by serving and resourcing communities, able to inspire engagement and critical thinking, and able to channel the insights of a broad coalition of partners to design change and enable missional growth in an explicitly Christian context.

Able to think creatively, you will be a theologically rooted leader, who is ready to contribute to, resource and lead strategic development and planning, working collaboratively within our governance structures and with senior leaders to energise common action around our shared missional purpose, producing workable and sustainable strategic solutions to renew missional in ways that are authentically Christian and contextually appropriate.

Leading a small programme team, you will enjoy working collegiately across the breadth of Diocesan structures and traditions, resourcing the contribution of others, and facilitating the co-creation of a longer-term transformation strategy capable of aligning our resources, people and places towards our shared purpose.

Working closely with the Diocesan leaders, you will engage widely with local communities and will be informed by an understanding of the missional and socio-economic distinctives of the North East, and motivated by the guiding missional charisms and convictions of Aidan, Hilda and the saints of the region, whilst drawing on the current missiological insights and resources to energise all of God's people to respond to our shared missional call in Christ.

The role is a full time, fixed term role to October 31st 2028 with the intention to seek funding beyond this window for the next phase of the programme. The role is based at Church House with the possibility for hybrid working. The role will require some regular working in parishes, weekend and evening work.

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 80 (full-time equivalent) 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 of our strategy for transformation, lead the associated work of discernment and develop funding and sustainability, the Diocese is seeking to appoint a Transformation Team Programme Lead to co-ordinate the work of the Transformation Programme Team during the capacity funded discernment & design phase, providing high level leadership to engage all our stakeholders and support our senior leaders through the discovery and decision making process. It is hoped that the successful candidate will contribute to the recruitment and building of the programme team which will include a *Research & Data Insights Analyst* and a *Communications & Engagement Support Officer*.

PURPOSE

The purpose of the Transformation Programme Lead is to oversee and co-ordinate the discernment and development of a locally owned Diocesan Vision and supporting Strategy for missional renewal, that supports missional growth in all its forms.

OBJECTIVES

As strategic lead to the project, you will be responsible for leading the Transformation *Programme Team* (Capacity & Vision staff Team), facilitating the Transformation (Vision & Strategy) *Core Team* and providing specialist support to Diocesan Leaders to discern a missional vision & supporting strategy for growth by –

- Directing a comprehensive assessment of diocesan missional health, opportunities, and prospects.
- Overseeing data analysis, research, and consultation processes to inform strategic planning and decision-making.
- Developing a comprehensive communications and engagement plan - engaging and collaborating with clergy, lay leaders, and key stakeholders to co-create models and strategies for growth, cultivate prayer and develop local confidence and buy-in
- Developing and championing a theologically grounded vision for transformation that inspires confidence, participation, and cultural change.
- Represent the Diocese in contributing to and drawing upon shared learning, strategy, and innovation with national and regional partners (including Faith in the North, CCX, SMMIB Vision & Strategy team and neighbouring Dioceses.
- Developing a clear, evidence-based vision and strategy for transformation, missional growth, and long-term sustainability with supporting objectives and priorities and aligned plans for all our Diocesan resources and activities, including funding strategy, leadership development, and resource deployment.
- Designing and embedding effective governance, systems, and delivery frameworks to enable sustainable change.
- Secure and steward strategic funding, including leading the development of major investment applications (e.g. DIP) to support a transformation programme from 2028.

Essential Criteria Qualification & Training	• Proven experience of leading complex organisational change, transformation programmes and programme design • Strong strategic thinking with the ability to translate vision into delivery • Excellent stakeholder engagement skills • Ability to work enthusiastically across diverse groups • Experience of working at senior leadership level • Ability to operate in a values-driven and faith-based context • High level communication and facilitation skills – able to tailor words, concepts and vision to different audiences and present credibly to senior leaders • Strong analytical and problem-solving capability • Ability to root strategy and change into a wider Christian worldview and the five marks of mission • Experience of securing and managing significant funding • Educated to degree level • A vibrant and well rooted faith in Jesus Christ • Understanding of the structures, breadth and dynamics of the Church of England • Ability to work flexibly (including weekends and evenings) • Willingness to travel (within Diocese and on occasions nationally)
Desirable	• Experience of Church Leadership • Project management qualification • Experience of working at a senior level in Diocesan or other church contexts • Experience of ministry or other service in the North of England • Experience of developing missional leaders • Theologically trained • A confident and experienced public speaker • Full UK driving licence and access to own vehicle

	• IT literate in Microsoft Office, file-sharing and video conferencing and proven experience in using IT effectively and efficiently; • Good written and oral communication skills with a proven ability to summarise complex information; • Positive outlook to change and new ideas, with an ability to see possibilities and be creative within a legal framework.
Personal Qualities	• Self-motivated, flexible, and capable of organising and prioritising, working collaboratively and working to deadlines. • Aware of the need to maintain confidentiality and respond sensitively to difficult issues. • Able to work effectively with volunteers, employees, clergy and a wide range of people across a diverse community • Willing and flexible to work out of hours for specific events, with time claimed in lieu. • Committed to and supportive of the aims and ethos of the Church of England • A deeply held and informed commitment to safeguarding

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 **£65,000 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. Hours to be mutually agreed. 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. This is a full time, fixed term role to October 31st 2028.
Location	This post is located at Church House, St John's Terrace, North Shields NE29 6HS, with the opportunity for hybrid working. 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 Diocesan Secretary (line manager) • The Bishop of Newcastle, Bishop of Berwick, Archdeacons and Senior Leadership Team • Clergy, lay leaders, Diocesan Boards and National Church bodies • Ecumenical partners • Representatives from the National Church and SMMIB Vision & Strategy Team/Consultant • The Transformation Programme (staff) team (Research & Data Insights Analyst, Comms & Engagement Support Officer, Project Support Officer) • The Transformation (Vision & Strategy) core team (Diocesan Secretary, Director of Mission and Ministry + others) • 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 October 31st, 2028 with the intention to seek funding beyond this window for the next phase of the programme.
How to apply	To arrange an informal conversation about the role please contact Chris Elder – Diocesan Secretary **email:** diosec@newcastle.anglican.org Please apply via Pathways click here The closing date for the receipt of applications is **5pm, Monday 16th November 2026.** Interviews will be held in-person on **Thursday 3rd December 2026** at Church House