

About the National Church Institutions (NCIs)

The National Church Institutions comprises 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.

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 welcome applications from people of all faiths and of no faith. 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 National Society for Education (NSE) is both an NCI and a Royal-charter charity. It's aims are to support Church schools and the wider education sector by developing leaders, shaping policy and growing faith.

The NSE leads the Church of England's national work in education in partnership with 41 Diocesan Boards of Education and approximately 4,700 Church of England schools. We also support the national education work of the Church in Wales, which includes around 150 schools. Our presence extends to work with community schools and academy trusts, as well as higher and further education through numerous chaplaincies, providing spiritual support and guidance to children and young people, and to adults.

The Church of England's Vision and Strategy for the 2020s has three priorities, one of which is to be a church which is younger and more diverse. As part of this, the House of Bishops want to

ensure that a flourishing children, youth and families ministry is within reach of every young person in England.

The NSE is working with the Vision and Strategy team to help deliver this vision through a range of projects in our 'growing faith' pillar which focus on the intersection between church, home and school; aiming to develop the faith life of children and young people, whilst also growing young leaders.

We are a dynamic team, working remotely from our homes around the country. We gather regularly online, and also have in-person team days through the year.

What you'll be doing

The purpose of this role is to provide strategic oversight for the engagement, sustainability and impact of a range of national leadership development programmes and experiences for young leaders (4-18) and young adults (18-25) including the Archbishops' Young Leaders Award, the Flourishing Young Leaders programme, the Christian Young Leaders pathway and Young Voices at General Synod. To lead a curriculum development and delivery team across these programmes to ensure that children and young people are placed instinctively at the heart of the mission of the church, and that developing flourishing young people is at the heart of the mission of schools, school trusts and dioceses.

MAIN DUTIES AND RESPONSIBILITIES

Leading effective delivery, engagement and impact

- Providing clear strategic oversight for a range of leadership development programmes for young leaders and young adults, ensuring high-quality learning experiences and character/faith development.
- Modelling and implementing the highest standards of safeguarding in every aspect of the work, working with other safeguarding leads with NSE, National Safeguarding Team and external stakeholders' safeguarding provision.
- Ensuring clear curriculum planning and delivery across all programmes, co-ordinating with other senior leaders across the NSE team to ensure consistency of approach
- Supporting the Head of Growing Faith and FLOURISH in liaising with other senior leaders across the NCIs teams (including Vision & Strategy and Ministry) to ensure alignment of programme delivery and design and robust theological thinking in line with the Church of England's vision and strategy to become 'Younger and More Diverse'
- Working closely with the Project Manager (Growing Faith) to ensure efficient and effective operational process management across all young leaders programmes (including for example budget management, financial processing, quality assurance, learner experience)

Deepening thinking, research and theology and practice

- Leading a team of Programme Leads and designers to produce high quality curriculum resources that are subject to quality assurance and continuous improvement processes
- Ensuring that the voice of children and young people plays an active role in the shaping and delivery of all work with young leaders' development
- Providing thought leadership and leading research into effective development of young leaders in relation to character development and faith formation
- Leading theological reflection and spiritual leadership development across programmes with explicit Christian content, including leading prayer, worship and discipleship activities with young leaders and young adults
- Working with senior stakeholders to ensure that the Church of England increasingly places children and young people at the heart of its mission

Ensuring sustainability through effective partnerships and engagement

- Working closely with senior stakeholders (DDEs, MAT CEOs, Headteachers, Senior Clergy) to ensure strong and growing engagement in all programmes, including business development and marketing strategies where required
- Providing effective line management of a team of Programme Leads and designers through clear structures and process flow
- Working with the Partnerships & Engagement team to ensure effective business growth and engagement across an increasing group of partners

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.

Essential

Knowledge/Experience

- Demonstrable experience of leadership at a senior level and successful management of high performing teams
- Demonstrable experience of influencing senior stakeholders
- Experience of programme creation and successful delivery of complex programmes
- Knowledge of the educational landscape in the primary and secondary sectors and the current and future needs of school leaders
- Experience of developing and leading marketing strategy and communications
- Demonstrable experience of financial and budgetary planning and management

- Demonstrable experience of liaising with and influencing governance groups

Skills & Abilities:

- An open and collaborative approach to leadership, with strongly developed interpersonal skills
- Capacity to be flexible and innovative in the changing circumstances of delivering programmes
- Highly developed written and oral communication skills, with experience of engaging with a wide range of stakeholders through formal and informal presentations, meetings, events and written communications
- Ability to manage multiple projects concurrently, working to tight deadlines and often under pressure.
- Ability to build excellent relationships with a range of stakeholders including senior figures
- Proven ability to provide strategic leadership which leads to effective outcomes
- Proven ability to synthesise large amounts of information to make robust strategic decisions
- Passionate about making a difference to the lives of children and young people
- A clear understanding of the Church of England's Education network and its current and future needs
- A clear enthusiasm for, and commitment to, the Church of England's vision for education
- A communicant member of the Church of England – this post is subject to an occupational requirement that the holder be a communicant Anglican under Part 1 of Schedule 9 to the Equality Act 2010

Desirable

Education:

- Degree level qualifications or equivalent professional qualifications in a related field.
- A post-graduate degree or professional qualifications

Knowledge/Experience:

- Experience of leading or developing leadership programmes
- Experience in developing CRM/LMS systems
- Experience of overseeing GDPR and Health & Safety
- Experience of successful management of remote teams.

Skills/Aptitudes:

- Ability to analyse qualitative and quantitative data
- Financial planning, budgeting and accounting
- Project management skills and evidence of delivery

Vacancy Summary

JOB TITLE:	Head of Younger Leaders
NCI ENTITY:	National Society for Promoting Religious Education
DEPARTMENT:	Education & Growing Faith
GRADE:	Band 2 Standard Point
SALARY:	£68,999
WORKING HOURS:	35
PRIMARY OFFICE LOCATION:	Remote working
HYBRID WORK ARRANGEMENTS:	Click or tap here to enter text.
IS HOMEWORKING A REQUIREMENT FOR THE ROLE?:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
IF NOT A REQUIREMENT, IS THE ROLE SUITABLE FOR HOMEWORKING?:	Yes <input type="checkbox"/> No <input type="checkbox"/>
CONTRACT TYPE:	Permanent
IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL	<input checked="" type="checkbox"/> Enhanced
IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?	<input checked="" type="checkbox"/>
ORACLE POSITION CODE:	8104533
COST CODE:	70101
PARENT POSITION:	Head of Growing Faith and FLOURISH