

**JOB TITLE:** Racial Justice Officer - Full time

**LOCATION:** Diocese of Rochester

**REPORTING TO:** The Bishop of Tonbridge.

**PURPOSE OF JOB** Responsible, together with the Bishop's Leadership Team and Bishop's Advisor, for promoting racial justice in the Diocese of Rochester.

### **PRINCIPAL ACCOUNTABILITIES**

1. Support the Diocese of Rochester in addressing the under-representation of UKME/GMH people in church congregations and on parish, deanery and diocesan committees by developing strategy, governance and processes which support this.
2. Develop an active network of UKME/GMH colleagues within Rochester diocese and connect with external bodies, offering support and encouragement. Provide support, advocacy and informal chaplaincy for UKME/GMH colleagues. Ensuring that UKME/GMH people are positively encouraged in their personal and professional development.
3. Work strategically with senior leadership within the diocese to enable the Diocese of Rochester to exemplify best practice by promoting a better understanding of racism, bias, and cultural diversity, and to provide consultancy and advice to the Bishop's Leadership Team in this area.
4. In collaboration with the Bishop's Advisor, develop and implement a written policy with the Bishops Leadership Team and demonstrating the diocesan commitment to Racial Justice.
5. Recognise areas of work which may require outsourcing/commissioning and manage implementation in line with budget and resources including exploring funding opportunities for the development of Racial Justice work and projects within the diocese.
6. Act as an advocate for Racial Justice within diocesan structures and committees, alongside the Bishop's Advisor.
7. Work with senior colleagues and diocesan officers to facilitate effective data collection of diversity information within the diocese to build a picture of the current position and enable effective reporting.
8. Work with colleagues from the Mission and Ministry Development Team to develop and produce training/resource material and information packs for the education of church members, schools and community groups.
9. Support the implementation of the Anti-Racism training module being developed by NCI'S and promote and support the Reverse Mentoring programme.
10. Working with Bishops Leadership Team and the Mission and Ministry Development Team, to support an increase in the number of vocations to ordained and lay ministries from UKME/GMH people. Facilitate and contribute to improved recruitment processes which enable and promote diverse appointments at all levels.
11. Connect with diocesan colleagues to ensure updates and progress is effectively communicated, including Education, Children and Young People and Mission and Ministry Development.
12. Provide support and encouragement to parishes seeking to build ethnic diversity in their churches and provide information on available resources for, eg. Racial Justice Sunday, Black History Month, Windrush Day, Stephen Lawrence Day.

## **SKILLS AND EXPERIENCE**

### **Experience, knowledge, understanding:**

- Lay or ordained candidates
- Understand and have experience with the spiritual and pastoral needs of UKME/GMH people.
- A theologically literate person who can navigate the complexities of the different traditions represented within the Diocese of Rochester
- Able to think strategically to support contribute to the vision to become younger and more diverse
- Experience of project planning and strategic development
- Experience or potential to build networks
- Experience in developing and delivering training
- Experience in writing reports
- Experience in producing materials and resources
- Familiarity with vocations and discipleship initiatives
- A qualification or learning in Black Theology or a similar field would be desirable

### **Skills, abilities and personal qualities:**

- Passionate about the place of UKME/GMH people in God's mission
- Ability to reflect theologically on implications of UKME/GMH barriers to ministry and employment and an ability to apply and present this in accessible forms
- Commitment to the overall vision of the Diocese of Rochester.
- Ability to commission work and delegate tasks
- Excellent communication skills with the ability to create, engaging and effective communication including public speaking, visual presentations, oral and written material
- Excellent organisational and planning skills, with a proactive approach
- Ability to prioritise activities and manage own workload, including meeting deadlines
- Demonstrable ability in problem-solving and decision making
- Able to work on own initiative as well as working well within a team
- Able to work flexibly according to the demands of the role.
- Ability and willingness to travel across and sometimes outside the Diocese
- There is an Occupational Requirement for the post holder to be a Christian.

## **COMPETENCIES**

**Achievement Drive** – A desire to meet or exceed standards, welcoming feedback, and continually seeking to improve. It includes staying focused on goals over an extended period of time.

**Relationships** – The ability to understand the perspectives, feelings and concerns of others and initiate, build and maintain relationships in a mutually beneficial way. Recognise one's own feelings and those of others and manage emotions effectively.

**Persuasiveness** – The ability to convince others of a view, conclusion, position etc. Communicating in an impactful way, tailored to one's audience.

**Problem Solving** – The ability to investigate and breakdown a problem or situation into its component parts, identifying implications and the key underlying issues and establish possible solutions.

**Independence** – A demonstrated belief in one's capability to select an appropriate approach to a situation. It includes confidence in one's judgement or opinion and showing resilience in adversity. Know when to seek the support and advice of others.

Adaptability – The ability to adapt one’s behavioural style or method of approach where necessary to achieve a goal. Responds to change with a positive attitude and demonstrates a willingness to learn new ways to accomplish objectives.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others toward a shared goal, contributing actively to the team. Builds positive relationships and a sense of pride within the team.