

Diocese Recruitment Pack

LSP Leadership Enabler



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.

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.

A close-up photograph of a barista's hands. One hand holds a metal sifter with a perforated bottom, from which a fine dust of coffee powder is falling. The other hand holds a white ceramic coffee cup filled with a frothy beverage. The background is a blurred, warm-toned interior, likely a cafe or bar, with soft lighting.

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: LSP Leadership Enabler

Reporting to: Senior Project Manager

Salary: £23,047 per annum (£38,411 FTE)

Hours: 21 hours per week. **Term:** Fixed term until June 2028

Location: Based at St James House, with frequent meetings in locations across the Diocese including evenings and occasional weekends. Some home working by agreement, most staff work from home on Fridays.

Role Summary:

To support clergy and lay leaders in Larger Single Parishes (LSPs) to adapt to a more collaborative and sustainable models of missional ministry, through which lay people are equipped, released, and confident in using their gifts for mission.

The role focuses on strengthening shared leadership and locally rooted ministry, supporting leaders to grow in confidence and collaboration in line with the Diocese's Fit for Mission strategy.

You will work in partnership with colleagues in a Ministry Leadership Development sub team chaired by the Ministry, Learning and Development Lead.

Main Responsibilities

Provide strategic oversight and theologically informed guidance to enable cultural shift towards collaborative, and gift-based ministry and missional leadership.

- Work closely with Team Rectors and Change Leads to identify the support needed for them and their Clergy Leadership Teams.
- Create reflective space to help leaders reimagine leadership as collaborative and enabling, rather than clergy-centred
- Prioritise issues of clergy well-being, ministry (or leadership) in clergy vacancy, and navigating change.

The Role

- Encourage and facilitate theological reflection on ministry and leadership, engaging constructively with deeply held and differing theological convictions.
- Facilitate Team Rectors and clergy to establish effective clergy and lay leader 121s.

Advocacy for deprived communities

- Advocate for churches in areas of high deprivation, so that their voices, needs, and strengths shape diocesan priorities and resourcing.
- Broker and nurture mutual, mission-focused partnerships between these churches and more resourced parishes, fostering shared learning, discipleship, and collaboration.
- Actively contribute to a shared discernment of what it means to be a church that is fit for mission in deprived communities
- Build links with regional and national networks (e.g. Eden, NECN), enabling parishes to access resources, funding, and shared learning

Oversight and direction for leadership development, coaching, and team formation

- Line manage and support a Project Officer, providing clarity of direction, prioritisation, and alignment with Fit for Mission strategy.
- Guide the development of training that equips clergy for collaborative, lay-enabled ministry
- Ensure all leadership development and training is contextually appropriate, including for mission in deprived communities.
- Support and influence leadership development among Change Leads and Team Rectors, encouraging peer support and shared learning.

Anticipated tasks include:

- Direct and oversee the project oversee the project officer to establish and deliver training and coaching for CLTs and LLTs in the LSP.
- Meet regularly with clergy for mentoring and support conversations. Signpost to coaching and other forms of support and training.
- Facilitate team discussions with clergy and local leadership teams around cultural change priorities.

The Role

- Provide practical advice and encouragement, especially when leaders are isolated or under pressure
- Work with clergy to shift culture from clergy-led to shared leadership models and to rethink patterns of ministry
- Connect churches in deprived areas with other churches and external networks
- Feed insights from parishes into diocesan discussions and planning
- Speak up for the needs of churches in deprived communities
- Guide theological reflection in meetings and training
- Share learning across the diocese to build good practice

Line manage a Project Officer, overseeing

- Commissioning of training for clergy on collaborative ministry within the LSPs.
- Commission or work with others to deliver training sessions or programmes
- Coordinate a coaching offer for clergy and leaders
- Brief and support external coaches or facilitators
- Monitor effectiveness and adapt the offer where needed

Person Specification

Person Specification - Essential Requirements:

Experience

- Significant experience of church leadership (ordained or lay).
- Experience of supporting, mentoring, or coaching clergy and/or leadership teams.
- Proven track record of developing lay leadership and releasing others into ministry.
- Experience of working in contexts of change, challenge, or deprivation.

Knowledge

- Good understanding of the Church of England parish system and diocesan structures.
- Awareness of issues relating to poverty, inequality, and community dynamics.
- Strong ability to coach, mentor, and facilitate reflective conversations, including in 1:1 settings.
- Ability to support cultural and mindset change.
- Excellent relational skills, with the ability to build trust and influence across a range of contexts.
- Strong organisational skills, with the ability to prioritise and lead multiple strands of work.
- Effective communication skills, both verbally and in writing.

Personal Qualities

- A committed Christian with a strong understanding of Anglican theology and the mission of the Church of England.
- A clear and compelling commitment to collaborative, lay-enabled ministry.
- Passion for and experience of ministry in areas of deprivation and marginalisation.
- Ability to engage in theological reflection rooted in practice.

Person Specification

Qualifications

- Minimum 5 GCSE's at Grade C or above, including English and Maths

Work Related Circumstances

- Own transport with expensed travel to off-site meetings.
- Ability to be based in St James' House with frequent meetings in locations across the diocese, including evening meetings with volunteers. Occasional weekend meetings will be required.
- There is a Genuine Occupational Requirement for this role to be a practising Christian.

The post holder must also fully support the Values of the Diocese of Liverpool.

Person Specification

Desirable requirements:

- Experience of designing or delivering training programmes.
- Training or accreditation in coaching, mentoring, or facilitation.
- Experience of working at diocesan or regional level.
- Experience of building partnerships and networks, ideally across differing contexts
- Familiarity with Fit for Mission principles or equivalent change frameworks.
- Knowledge of the Liverpool Diocese context.
- Understanding of networks and movements connected with deprived contexts (e.g. Eden, NECN).

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: 9th June 2026**
- > **Applications Close: 28th June 2026**
- > **Shortlisting Date: w/c 29th June 2026**
- > **Interview Dates: 7 - 10th July 2026**

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

Website: liverpoolcofe.org

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



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