

# Director of Education

Recruitment Pack





### **Dear Candidate**

Thank you for your interest in the role of Director of Education.

Our diocesan vision is:

*Seeking first the Kingdom of God, we are called together by God to change, serve and grow with compassion, courage and creativity.*

This is a stimulating time to be working with our 90 church schools, serving 27,000 children between the ages of 4-19.

The kaleidoscopic challenges facing children and young people today, growing up in uncertain, rapidly evolving socio-economic times calls for education rooted in the wisdom and grace of God which values all people as made in his image and with a share of his creative power.

The diocese covers South-East London, west Kent and Medway, meaning there is a great diversity that enriches our shared life.

As Director, you would join an enthusiastic and dynamic faith-filled team keen to adapt to these changing times and to ensure our schools are equipped with all they need to develop and sustain excellent standards in every way.

If you sense you might be called by God to this rich experience, we will look forward to receiving your application.

*Rt. Rev. Simon Burton-Jones*

*Bishop of Tonbridge*





## About Us – The Diocese of Rochester



**Welcome to the Diocese of Rochester. A diverse and vibrant community of faith, we share the vision that we are called together by God to change, serve and grow the Church across the areas of Medway, north and west Kent and the London Boroughs of Bromley and Bexley.**

We serve a population of some 1.4 million people which is likely to increase by another 200,000 over the next 15 years or so, having increased by 100,000 in recent years. Urban, suburban and rural, the wealth of cultures across the Diocese is huge. From this rich mix, we represent some of the most prosperous and poorest areas of the country. Because of this, we both have some of the biggest challenges and, as we see it, some of the best opportunities for growing God's Kingdom.

We seek to be a Church that reflects the diversity of our communities both in our membership and in our leaders, and one that is a safe and welcoming space where all can flourish and be valued.

Serving this community we currently have:

- 231 beneficed and licensed clergy
- 440 people in a lay ministry role
- 215 parishes
- 90 church schools

We believe that all Christian people have a calling from God to know and love him more, and to serve others in his name.

Indeed, we are recognised nationally as a leader in lay vocation, particularly for our creative approach to the variety, scope and training of Licensed Lay Ministers, which is unique to our Diocese.



As well as a range of discipleship and prayer courses and materials, our Diocese has pioneered opportunities in Anna Chaplaincy, which has a special focus on those who have dementia and other end of life issues.

Numerous licensed clergy and lay ministers serve as chaplains, and in diocesan and cathedral roles.

Alongside this, we enjoy flourishing relationships with the Anglican Dioceses of Harare in Zimbabwe, and Kondo and Mpwapwa in Tanzania, as well as an ecumenical link with the Evangelical Lutheran Church of Estonia.

## Our vision – seeking first the kingdom of God

When Bishop Jonathan came to the Diocese in 2022, he arrived with the words change, serve, grow – three words he felt had been placed on his heart as Diocesan Bishop. Much work has taken place since then to understand what these three themes mean for the life of the Diocese and our priorities, and to define what and where resources will need to be allocated to deliver them.

Through prayerful engagement and discernment, what has emerged is an understanding that as a family of faith our vision is that:

*Seeking first the Kingdom of God, we are called together by God to change, serve and grow with compassion, courage, and creativity.*

- Change is about the need for us to adapt in a changing world, so that our churches can play their full part in serving God and drawing people once more to faith in Jesus Christ.
- Serve is about the attitude we need to adopt if we are to earn and gain that cherished place in people's hearts and at the heart of our communities.
- Grow is about what God wants to bring about in us and through us, as people growing into the likeness of Christ, and as churches where people are being drawn to follow Jesus through our words and through our deeds.





## Our objectives

Within this overall vision, our key objectives are to grow *missional churches*, with *missional leaders* and *missional disciples*, that are:

- Growing a safe and healthy culture for all
- Growing younger and more diverse
- Growing spiritually and numerically
- Impacting their communities
- Releasing financial resources for mission
- Planting and growing new missional churches

We understand this to be a 'virtuous circle' in which missional churches encourage and develop missional leaders and disciples, missional leaders.



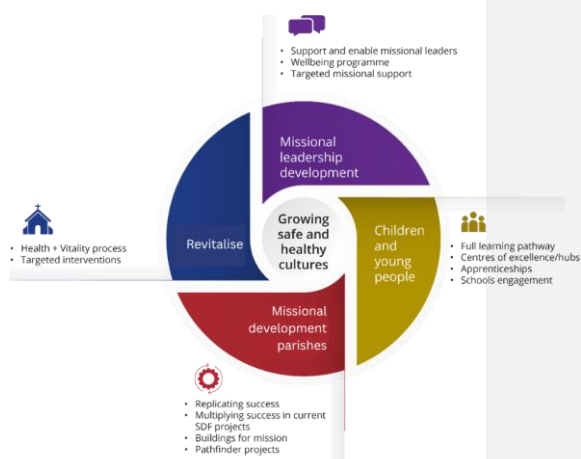
## Making it happen

In order to grow **missional churches**, with **missional leaders** and **missional disciples**, four workstreams will focus our endeavours and directly address our identified challenges and opportunities.

All are seen through the lens of growing safe and healthy cultures. This is because, if we are truly seeking God's Kingdom, then we must reflect its values of righteousness, peace, wholeness, and fullness of life for all.

The workstreams will focus on:

- Missional Leadership Development
- Children and Young people
- Missional Development Parishes
- Revitalise





## A counter cultural plan

This is an ambitious, hope-filled, and refreshed Called Together vision, which seeks to support what is already happening at the grassroots in parishes.

Alongside diocesan funding, we were delighted to learn in March 2025 that the Diocese is set to receive £11 million from the national church in support of the vision and strategy.

The nine-year plan will see every parish across the area of the Diocese have the opportunity to benefit from initiatives designed to grow the number of people attending church from a diverse range of backgrounds, including children, young people and families.

Counter cultural to the general narrative of 'how much do we have, so what can we do?' our plan says, **'What are we being called to? Let's make it happen!'**

Every person has a part to play in this vision to bring about God's kingdom - lay or ordained.

Like those pilgrims of the Diocese of Rochester who have gone before us, we believe this is our generational opportunity to work together to respond to the Holy Spirit's call for this Diocese.

Will you join us in the journey?

## Our Staff Values

**Compassion** - We recognise our people as individuals and we seek to offer understanding and compassion to each other, creating a safe and healthy culture for all.

**Courage** - We strive to do what is right, making ethical, clear and well-informed decisions. We encourage open communication and embrace obstacles as opportunities for growth. We take accountability, and when we make mistakes, we apologise and try to make things better.

**Creativity** - We understand the importance of thinking creatively about the way we work. Recognising the value in our diversity, seeking new perspectives and fostering a collaborative culture.

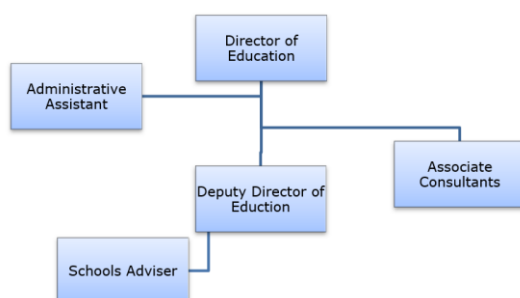


## The Rochester Diocesan Board of Education (RDBE)

The Rochester Diocesan Board of Education (RDBE), chaired by the Bishop of Tonbridge, seeks to further Christ's presence by providing an excellent education to the children in their care and by supporting the professionals and volunteers who lead, teach and govern the institutions who fulfil this important aspect of mission within the Diocese of Rochester.

The RDBE and its officers work in partnership to provide 'life in all its fullness' to its schools, the parishes which support them and their local communities. They do this in line with the Church of England Vision for Education: Deeply Christian, Serving the Common Good (2016).

We are small team working from the education office which is situated in the church building next to Rochester Cathedral. We work with our Diocesan Board of Education to provide support and advice to the family of Church schools across the Diocese within four local authorities – Kent, Medway, Bromley and Bexley. We serve a total of 90 schools – 85 of which are primary schools and 5 of which are secondary schools.



*Diocesan Schools' Festival, Rochester Cathedral, June 2025*

**Commented [JR1]:** Added this image from the most recent Schools' Festival organised by the DBE



**JOB TITLE:** Director of Education

**LOCATION:** Diocesan Office, St. Nicholas Church, Boley Hill, Rochester

**GRADE:** Grade 12

**REPORTING TO:**

Accountable to: The Bishop of Rochester and the Diocesan Synod, through the Diocesan Board of Education for church schools in the Diocese

Line Manager: Chair of the Board of Education

**PURPOSE OF JOB**

Lead the development and implementation of an effective strategy for schools. To lead and maintain the Education team and 90 church schools within the diocese. Develop and measure the contribution of the Board of Education in the life and mission of the diocese.

**PRINCIPAL ACCOUNTABILITIES**

1. In consultation with the Diocesan Board of Education, its committees and appropriate bodies, to formulate and oversee the implementation of diocesan strategy and policy for education
2. Integrate and embed education into the life of the Diocese and make strategic connections with diocesan departments and colleagues to ensure that education plays a key role in the Diocese's Called Together vision: that seeking first the kingdom of God we are called together by God to change, serve, grow with compassion, courage and creativity, including collaboration with other teams over the Growing Faith initiative.
3. Act as Company Secretary to the Diocesan Board of Education for the purposes of the Diocesan Boards of Education measure 2021 and to exercise statutory authority in school governance under the terms of the measure.
4. Develop and implement policies and working practices within statutory frameworks, including the Department for Education, National Church Institutions and company and charity Law



5. Lead and manage the Education Department staff and budget and develop the team and associated services so that they can best deliver the strategy and its implementation including the recruitment, management and task allocation of the team of associates and school improvement partners, and taking responsibility for staff performance, management and development.
6. Provide a systematic analysis and assessment of church schools' and academies' performance data in relation to the key aspects of the OFSTED and SIAMS inspection frameworks.
7. Engage and build meaningful relationships with key stakeholders including Heads, Governors and Chief Executives of Academy trusts to provide support and explore all opportunities for growth, working collaboratively to generate effective and creative solutions.
8. Negotiate the development of new schools, closures, federations and amalgamations
9. Develop appropriate collaborative structures that enable relevant professional support to church schools within the Diocese
10. Promote excellence and the highest possible quality of education for all pupils within a Christian context
11. Ensure a rolling programme of building work in Voluntary Aided schools.
12. Assist in the formulation, operation, management and control of the budget allocation in relation to the areas outlined above; to monitor progress and evaluate the impact of these plans and report the findings to key stakeholders.
13. Enable the Diocese of Rochester to proclaim the word and work of God through schools in the Diocese and promote the Christian nurture of young people including supporting chaplaincies within the Diocese where appropriate.



14. Ensure that the Christian distinctiveness of all aspects of the DBE's work is safeguarded, enhanced and demonstrated, and that the importance of the wellbeing of children and young people within our schools is paramount
15. Provide support and advice to the Bishop, Archdeacons, deaneries and chaplaincies on educational issues and support and advise parishes in their relationship with educational establishments
16. Represent the Bishop on educational bodies which further the missionary work of the Diocese
17. Network with Local Education Authorities and develop and maintain good relations with local and national education communities
18. Develop opportunities for the Bishop to engage with diocesan church schools
19. Ensure the highest safeguarding standards, including training across the team and
  - a. the work of the DBE.

#### **SKILLS AND EXPERIENCE**

- Educated to degree level or equivalent
- Previous experience in a senior leadership role within education
- Sound business acumen
- Experience in developing and implementing effective strategy
- Significant previous experience of working with church schools in both a parish and diocesan context
- Awareness of the structure of the Church of England and Church of England schools
- Understanding of Christian distinctiveness and how this can be enabled and sustained
- Ability to inspire and nurture leaders in church schools and build effective relationships with stakeholders
- Excellent knowledge of current educational policy, including OFSTED, SIAMS, school improvement measures and governance
- Excellent communication skills, both verbal and written, using a variety of media
- A collaborative and creative approach to problem solving
- A willingness to challenge and have difficult conversations where necessary
- Self-motivated, tenacious and resilient under pressure



- Able to work flexible day, weekend and evening hours
- Able to access all parts of the Diocese, sometimes at weekends or evenings
- The post holder will be required to have an enhanced DBS check

## 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.

As this post is a senior post within the Diocese and the post holder will, at times, be the public face of the Diocese, it is considered that there is a Genuine Occupational Requirement (GOR) for the postholder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of the Council of Churches for Britain and Ireland or of Churches Together in England, or of a member Church of the Evangelical Alliance

The church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy and undertake all relevant training. In particular, the church expects anyone who becomes aware of a



safeguarding risk or of actual abuse, to immediately raise this with their manager or safeguarding officer