

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 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

This role encompasses two linked projects in relation to developing young leaders. They both require close liaison with other Programme Leads in the National Society for Education's Growing Faith/Young Leaders team, and also close partnership working with a range of other NCI departments.

The **Christian Young Leaders Programme** will equip, resource and commission 2500 young leaders (between Years 9 and 13) of mission and ministry with children and young people between now and 2028. This goal is part of the Church of England's wider goal to train 30,000 leaders of mission and ministry with children and young people by 2030. The initial design work for this programme is being undertaken in partnership with colleagues from Vision & Strategy and Ministry teams across the NCIs, as well as a range of parachurch partners. These young leaders will come from church, youthwork and educational settings, and eventually contribute 15% of the overall 30k target by 2030.

The **General Synod Young Voices project** follows two motions passed at General Synod (in July 2024 and February 2025) committing General Synod to listening and responding to the voices of children, young people and young adults in every subsequent session. This project involves gathering the voices through the National Young Leadership Groups, and liaison with other schools, churches and Dioceses and enabling children and young people to speak and present each session at General Synod. In addition, it involves working with a group of young adults drawn from every diocese to run a programme of faith and leadership development that enables them to speak into General Synod at a national level, and exercise leadership influence at a Diocesan level as appropriate.

MAIN DUTIES AND RESPONSIBILITIES

Providing strategic oversight of the Christian Young Leaders Programme

- Designing and delivering a new, theologically-informed programme for Christian Young Leaders of mission and ministry with children and young people as part of the wider 30k Project Board aims

- Working closely in partnership with colleagues from Ministry and Vision & Strategy teams to ensure complete alignment with other models of training and coherence of communication with Diocese partners
- Oversee the implementation of training for 2500 young leaders within the next 3 years, drawn from schools, colleges, churches and youth work settings, working with appropriately aligned parachurch partners as required
- Aligning national programmes with Diocese vision and activity to ensure strong coherence and consistency of approach

Leading the General Synod Young Voices project

- Overseeing the engagement of children, young people and young adults at forthcoming General Synod sessions supporting them to contribute regularly and effectively in a range of agenda items and other activities including prayer and worship
- Working with the Executive Director of Education and the General Synod Business Committee to ensure that engagement is well planned and implemented
- Building a cohort of 200 young adult leaders (through a programme of discipleship, faith and leadership development) from across every Diocese, who can then contribute to General Synod

Developing effective curriculum models, resources and learning experiences

- Developing high quality learning materials that engage young leaders and young adults, including elements that specifically develop faith and discipleship through theological content and experience
- Designing effective learning experiences through evidence-informed curriculum design, sequencing and assessment
- Ensuring that all resources reflect the National Society for Education's vision for equity, diversity, inclusion and justice.
- 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.
- Delivering effective learning experiences directly with young people and young adults, and model high quality delivery with delivery partners across the country

Ensuring high quality learning and development through robust design and evaluation

- Designing and evaluating effective leadership development experiences, that are rigorously evaluated and subject to processes of continuous improvement
- Working closely with colleagues across the NSE team to align evaluation and quality assurance processes
- Liaising with delivery partners in schools, trusts and dioceses to ensure engagement and effective implementation of programme aims and intended outcomes

Engaging stakeholders and deepening partnership commitments

- Developing effective relationships with stakeholders and provide coherent national leadership across the suite of programmes
- Leading the National Younger Leadership Groups engaging CYP from across all dioceses at primary and secondary level
- Working with other Programme Leads/Designers across the NCIs, with particular reference to faith formation and discipleship including the 30k Project Board and team in order to develop leaders of mission and ministry with children and young people
- Sharing about programmes at a range of local, regional and national events to secure engagement and long-term commitment to the programmes

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.

Because the core purpose of this role is to actively support young people in growing in their Christian faith, it is subject to an Occupational Requirement (under Part 1 of Schedule 9 to the Equality Act 2010) that the post-holder has a Christian faith as expressed in the Nicene Creed.

Essential

Knowledge/Experience

- Successful leadership experience within the education sector
- Experience in designing and delivering effective professional development course content
- Leadership of a wider team of professional development facilitators/coaches
- Clear understanding of the educational landscape, and the relationship between educational institutions, churches and households
- Excellent understanding of good safeguarding practices
- Secure understanding of the Church of England Vision for Education, and its outworking in schools and colleges
- Personally committed to and passionate about changing the culture of the Church of England
- Systematic and strong evidence of successful project implementation
- Experience in enabling the agency and the voice of children and young people

Skills & Abilities:

- Outstanding track record of impact of professional development with particular reference to the education system in schools, colleges or universities
- Ability to design effective research-led approaches to programme design, with particular reference to faith development
- Engaging presentation and facilitation skills with large and small groups, both virtually and face to face
- Ability to communicate effectively with a wide range of stakeholders – including written reports, high profile events, and online presentation
- Innovative, creative and responsive to feedback
- Commitment to excellence and a pride in assuring quality and consistency across a wide team of facilitators
- Firmly committed to equity, diversity and inclusion
- Ability to work independently, a motivated 'self starter'

Desirable

Education:

- Postgraduate qualification in a related field
- Specialist theology or leadership qualification

Knowledge/Experience:

- Experience of working at a regional, diocesan or national level
- Commitment to deepening your own theological understanding and furthering your own spiritual development
- Experience of embedding the Church of England Vision for Education within a school or systems leadership context
- Experience managing regional/national level projects with significant numbers of stakeholders

Vacancy Summary

JOB TITLE:	Programme Lead (Christian Young Leaders and General Synod Young Voices)		
NCI ENTITY:	National Society for Promoting Religious Education		
DEPARTMENT:	Education & Growing Faith		
GRADE:	Band 3	Standard Point	
SALARY:	£59,248		
WORKING HOURS:	35		
PRIMARY OFFICE LOCATION:	Remote		
HYBRID WORK ARRANGEMENTS:	N/A		
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:	8104569		
COST CODE:	70101		
PARENT POSITION:	Head of Younger Leaders		