

### 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 design, develop and implement the Archbishops' Young Leaders Award (AYLA). The AYLA is an existing programme that is offered across all key stages 1 to 4 to participating schools. The Award is completed by pupils and learners across England and Wales and is aimed at developing their leadership skills. The role is expected to lead and manage the effective delivery of this programme including design, quality assurance, engagement of strategic stakeholders and support the financial sustainability of the programme.

### MAIN DUTIES AND RESPONSIBILITIES

#### **Providing strategic oversight of the Archbishops' Young Leaders Award**

- Overseeing the design, delivery and sustainability of AYLA including the curriculum, resources and delivery model of the award at primary and secondary levels
- Ensuring phase-specificity of the award in relation to both primary and secondary, drawing on relevant additional support as necessary with either of those phases
- Liaising with key stakeholders to secure good engagement with the award, through cultivating relationships/partnerships, confirming commitments, providing high quality user experiences, and retaining schools for the longer-term
- Supporting the Head of Younger Leaders in ensuring that financial goals for the sustainability of the award are met each year
- Working with the Senior Project Manager to ensure financial processes for AYLA are well organised and implemented

#### **Developing effective curriculum models, resources and learning experiences**

- Designing effective learning experiences through evidence-informed curriculum design, sequencing and assessment
- 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

- 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.

### **Essential**

#### *Knowledge/Experience*

- Successful leadership experience within the education sector

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- Experience of designing and delivering effective professional development course content
- Leadership of a wider team of professional development facilitators/coaches
- Clear understanding of educational landscape, and the relationship between education 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 of enabling the agency and 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

#### **Skills/Aptitudes:**

## Vacancy Summary

<b>JOB TITLE:</b>	<b>Programme Lead (AYLA)</b>
<b>NCI ENTITY:</b>	National Society for Promoting Religious Education
<b>DEPARTMENT:</b>	Education & Growing Faith
<b>GRADE:</b>	Band 3      Standard Point
<b>SALARY:</b>	£59,248
<b>WORKING HOURS:</b>	35
<b>PRIMARY OFFICE LOCATION:</b>	Remote
<b>HYBRID WORK ARRANGEMENTS:</b>	<a href="#">Click or tap here to enter text.</a>
<b>IS HOMEWORKING A REQUIREMENT FOR THE ROLE?:</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<b>IF NOT A REQUIREMENT, IS THE ROLE SUITABLE FOR HOMEWORKING?:</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>CONTRACT TYPE:</b>	Select the contract type
<b>IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL</b>	<input checked="" type="checkbox"/> Enhanced
<b>IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?</b>	<input type="checkbox"/>
<b>ORACLE POSITION CODE:</b>	8104534
<b>COST CODE:</b>	70101
<b>PARENT POSITION:</b>	Head of Younger Leaders