



THE CHURCH
OF ENGLAND
Diocese of Manchester

CHURCH
FOR A
DIFFERENT
WORLD

Archdeacon of Salford & Bolton

Information for applicants

March 2026

A Message from Bishop David

Welcome and thank you for your interest in the role of Archdeacon of Salford & Bolton.

Manchester Diocese has an inspiring vision and we are making good progress towards achieving this with the development of a wide range of programmes, all designed to release missional energy. The Archdeacon of Salford and Bolton has a key role to play in shaping and leading the delivery of this strategy.

Rooted in a clear, hopeful and outward-looking vision for the future and supported by substantial investment from the national church, our diocese's strategy is resourcing mission and ministry across our communities, strengthening the excellent work already taking place. With this support, we are well-equipped to develop a wide range of initiatives that will sustain and grow the missional health of our parishes for years to come. This support, along with the rich history and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

It is important to us that the new Archdeacon of Salford & Bolton is committed to diversity, inclusion and racial justice. We are also looking for someone who is generous in working with a breadth of traditions and spirituality in the Church of England. In particular, we welcome applications from female candidates and candidates of global majority heritage to help ensure the diversity of our senior team.

We are very much looking forward to welcoming our new Archdeacon of Salford and Bolton to Bishop's Leadership Team and supporting them with their work.

Yours in Christ,



The Rt Revd Dr David Walker,
Bishop of Manchester



About Us

Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant part of the diocese is rural, although less than 3% of the population of the diocese lives in these areas. 125 (48%) of our parishes fall within the 10% most deprived nationally.

Parishes and chaplaincies across our diocese are supported by the Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 193 Church of England primary and secondary schools educate over 58,000 pupils every day. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Our Vision

Our vision is for Manchester Diocese to be a *worshipping, growing, transforming Christian presence at the heart of every community.*

Much of what we are doing in Manchester Diocese is already contributing to a culture of hope and an expectation of growth, working with our parishes, schools and chaplaincies. This includes many forms of inherited as well as fresh expressions of church. We serve in an area that has a rich history of culture and innovation, made up of diverse and vibrant communities, and a longstanding commitment to social justice.

Our work together grows out of Jesus's Great Commandment which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself. (Matthew 22: 36-40) ...

... and out of his Great Commission, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).

Our strategy is based on positive, inspiring and relevant plans for the future. It is enabling us to bring together the key areas of opportunity and challenge, building on our learning and experience from the significant changes and investments that are already underway. Many of these changes have focused on new ways of working together which are becoming embedded in the life of our diocese.

Building on these successes, we are shifting to the next level in setting our priorities and working out what we want to achieve next. Given the excellent start that has been made, we now have the opportunity to be even more creative and ambitious with our plans for the future living out our values of **faith, hope and love.**

Based on four key themes – *Parish Renewal, Growing Younger, Church Planting and Revitalisation, and Developing Missional Leaders* – this strategy will guide our work over the coming years. We have recently been awarded significant additional funding from the national church as part of the Diocesan Investment Programme to support us with this mission and ministry.



At the heart of this support is our commitment to **Parish Renewal**, providing specialist practical help to ensure the missional and financial sustainability of our parishes. This includes financial support for those wishing to establish New Worshipping Communities. Our aim is to ensure that every parish is equipped to thrive and serve its locality.

We are deepening our commitment to **Growing Younger**, nurturing children and young people on their discipleship journey. Building on the success of the Places project in Bolton and the Man Dio Growing Faith project across the rest of our diocese, the Encounter project will provide additional children's and youth workers, while the Equip training initiative will support lay and ordained leaders so they grow in confidence and develop their skills in ministry with children and young people.

Alongside this, we are focused on **Church Planting and Revitalisation** through strengthened partnerships with our existing resource churches and the Antioch Network. Six new resource churches representing a range of traditions will also be established and supported in planting new churches over the next eight years.

Developing Missional Leaders is also a key mission goal for us. Our focus is on bringing forward and developing talented ordained and lay people at every level, representative of the diversity of our diocese. We want them to be confident and equipped to lead our churches, with a passion for church growth and evangelisation.

In all of this we are deeply committed to championing **racial justice** and ensuring that our clergy, lay leaders and congregations represent the rich diversity of our diocese.

We are working towards the 2030 **net zero carbon** goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking simple, practical steps to reduce their carbon footprint.

We will continue to provide a safe environment for all by promoting effective **safeguarding**.

Across our diocese, people hold diverse views and express their faith through **different traditions**, united in a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another and listen to God.

These priorities align with the Church of England's overall vision which is to create a church of missionary disciples, where mixed ecology is the norm, and whose membership is becoming younger and more diverse.



Bishop's Leadership Team

The new Archdeacon of Salford & Bolton will be a key member of the Bishop's Leadership Team alongside:

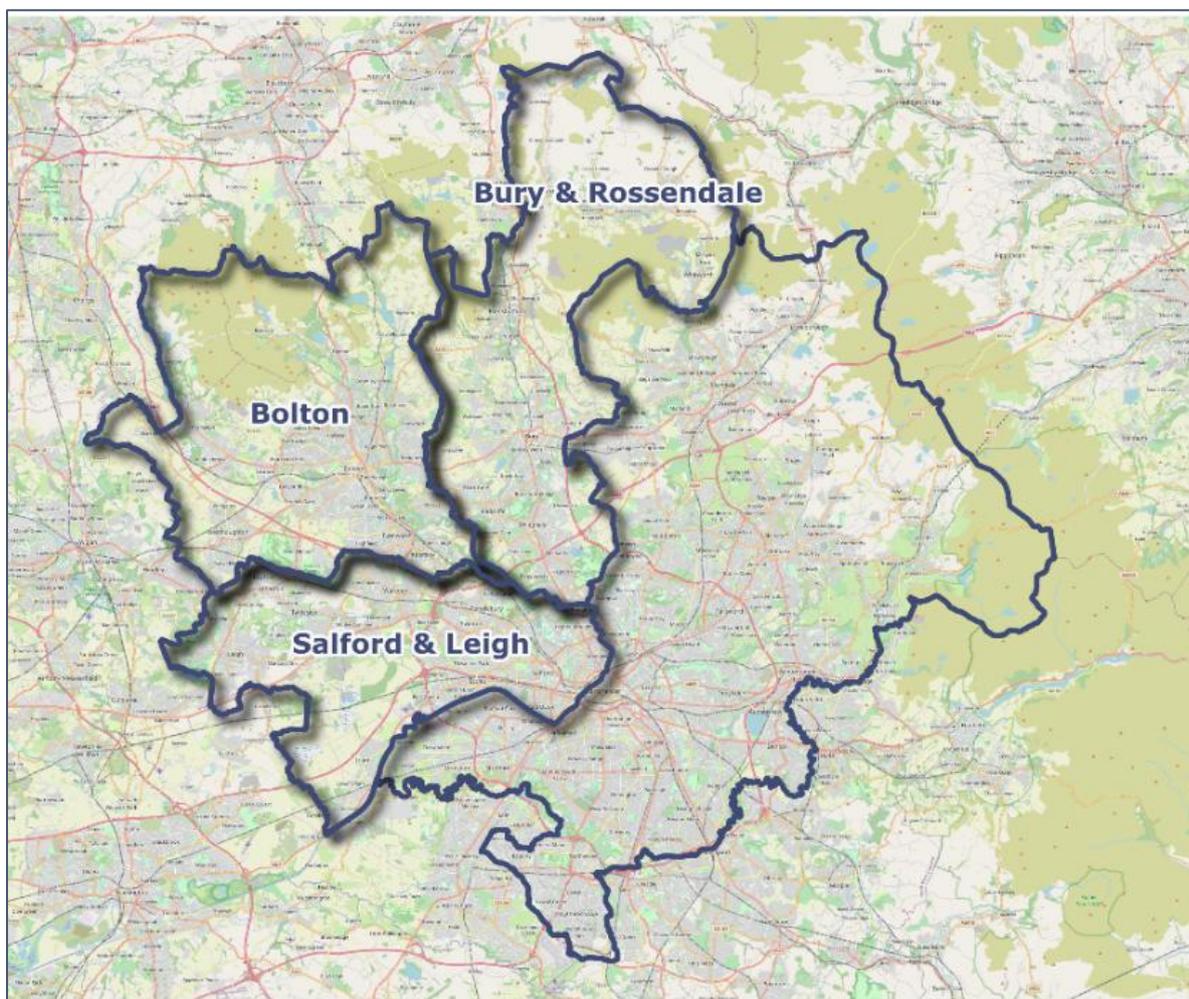
1. Bishop David Walker – Bishop of Manchester
2. Bishop Mark Davies - Bishop of Middleton
3. Bishop Matthew Porter - Bishop of Bolton
4. The Ven Karen Best - Archdeacon of Manchester
5. The Ven Karen Smeeton – Archdeacon of Rochdale
6. The Revd Canon Rachel Watts – Director of Vocations
7. The Revd Canon Anne Edwards – Bishop of Manchester's Senior Chaplain
8. The Very Revd Rogers Govender - Dean of Manchester Cathedral
9. The Revd Phil Cansdale - Director of Mission and Ministry
10. Karen Higgins – DBF Chief Executive Officer/ Diocesan Secretary
11. Deborah Smith – Director of Education



The Archdeaconries of Salford and Bolton

The archdeaconries of Salford and Bolton consist of three deaneries – Salford & Leigh, Bolton, and Bury & Rossendale – and are overseen by the Bishop of Bolton, the Rt Revd Dr Matthew Porter. The Archdeacon of Salford & Bolton is supported in leading the implementation of the diocese’s strategy by three Area Deans.

The two archdeaconries include the City of Salford, the Greater Manchester Districts of Bolton and Bury in their entirety, and the town of Leigh and surrounding areas within Wigan District. The boundary to the North extends beyond Greater Manchester into Lancashire, covering most of Rossendale and small parts of Burnley, Chorley and Blackburn with Darwen.



The two archdeaconries contain places of worship representing a wide range of traditions in the Anglican Church. These include an established Resource Church, churches hosting revitalisation teams, schools-based congregations, and local Ecumenical projects. In addition, through the Antioch church planting network there are new and emerging congregations based at community venues on estates in Bolton, Radcliffe and Salford.

Schools feature strongly within the life of these archdeaconries and there are 93 Church of England schools in the area.

Bolton Deanery is home to the Places project, supported by national funding and the Shades Racial Justice and Faith project. The Places project aims to build strong links between the home, church and school, to nurture and encourage a child in their faith, from toddler group or nursery, through primary and secondary education, and beyond. The Shades Project has well-established relationships with local schools, leading worship, providing training and enabling pupils to become Shades Ambassadors in schools.

The Salford & Leigh and Bury & Rossendale Deaneries are supported by Man Dio Growing Faith Deanery Workers who are supporting the work of parishes as they seek to grow the faith of young people, sometimes through innovative approaches such as forest church.

Music also plays a significant role across the archdeaconries: the Sing My Soul project is helping to establish new junior choirs at Bolton Parish Church, complementing the work of existing choirs and bands who faithfully serve each week.

Alongside the wide range of worshipping communities, schools and pioneering projects already established in these deaneries, there is a strong and ongoing commitment to developing missional leaders. Lay leaders' conferences have been held across the archdeaconries provide valuable training, inspiration and connection for those serving in parish contexts, helping equip people for ministry in their local communities.

Environmental mission also continues to grow across the area. Eco Champions are offering training and support to help churches deepen their creation-care work, from sustainable worship practices to reducing the environmental impact of church buildings.

All three deaneries are home to many dedicated clergy, lay leaders and volunteers who are working together to sustain and grow the mission and ministry of their parishes. They support everything from worship and pastoral care to food-bank partnerships, youth and children's work, community outreach and school engagement.



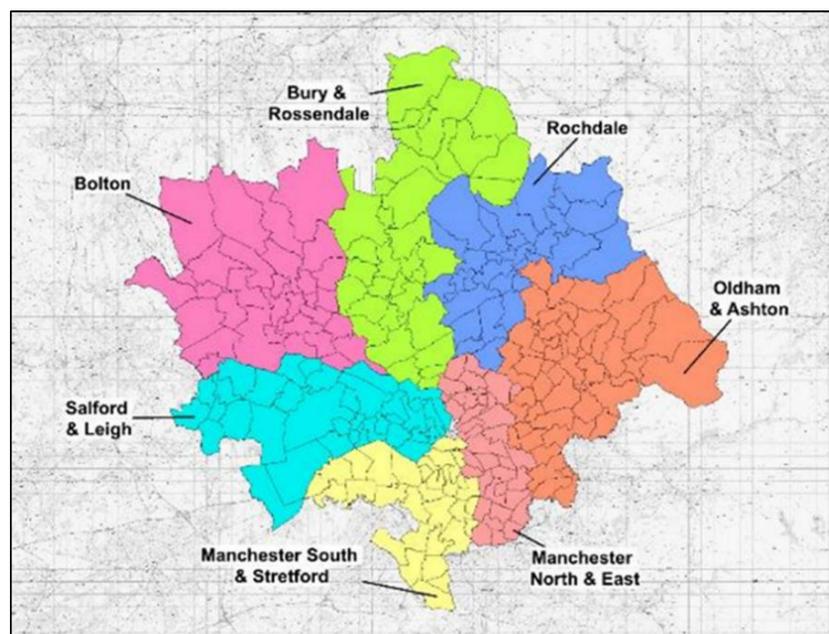
The Role of Archdeacons

The three Archdeacons in our diocese share in the Diocesan Bishop's leadership of mission and pastoral care in their archdeaconries.

The Archdeacons are also key players in delivering Manchester Diocese's strategy. Over the last few years, the senior leadership team has made significant progress in securing widespread support for an inspiring vision for the diocese. This has included streamlining our deanery arrangements, appointing seven full-time Area Deans and also leaders for the diocese's 33 mission communities. Whilst these new structures have been well received, the process of embedding the changes will continue over the next few years, and requires supportive and collaborative leadership at all levels.

The diocese continues to face considerable challenges, made all the more acute because of the financial impact of the pandemic, and most recently the energy and cost-of-living crisis. Manchester Diocese recognises the need to make radical changes in the way it delivers church, to achieve mission and growth. The new Archdeacon of Salford & Bolton has a key part to play in this, in relation to the three deaneries they oversee, and as a member of the senior leadership team for the whole diocese.

The role description and person specification for the Archdeacon of Salford & Bolton are set out below. The successful applicant will also bring their own experiences, wisdom and passions and will have scope to develop these as appropriate.



Role Description

Purpose

The Archdeacons share in the Diocesan Bishop's leadership of mission and pastoral care in their archdeaconry. The role is focused on transforming our churches by shaping and developing a clear vision and strategy for the diocese as a whole as part of the Bishop's Leadership Team, and ensuring this is implemented on the ground, working closely with the Suffragan Bishops and the Area Deans in their archdeaconries. The Archdeacons represent the Diocesan Bishop in overseeing the resource and financial management of the diocese and its organisational structures.

Accountability

The Diocesan Bishop appoints and licenses the Archdeacons.

The Archdeacons are accountable to the relevant Suffragan Bishop for their day-to-day ministry.

The Archdeacons are part of the senior leadership of the diocese and as such are a member of the Bishop's Leadership Team, Bishop's Council, Diocesan Synod and other boards and committees of the diocese.

In their role overseeing the resource and financial management of the diocese and its organisational structures, the Archdeacons are members of Diocesan Mission and Pastoral Committee, the Property Committee and the Diocesan Advisory Committee.

Key Relationships

The Archdeacons work closely with other members of the Bishop's Leadership Team in shaping and overseeing the implementation of the diocese's strategy for mission and growth.

The Archdeacons work as a team with other Archdeacons and Area Deans in their area, under the leadership of the relevant Suffragan Bishop.

The Archdeacons have oversight of work of the Area Deans.

The Archdeacons are involved with the Clergy Chapters and Deanery Synods in their archdeaconries, through the work of the Area Deans and Lay Chairs.

They provide leadership and pastoral support for the clergy and other accredited ministers and their families in their archdeaconries.

They also work alongside and engage with lay leaders in the deanery including Church Wardens, Readers and Authorised Lay Ministers.

They work closely with the other Archdeacons and the Area Deans to ensure the consistent development and implementation of the diocese's strategy for growth and mission.

Other key partners are DBF and DBE staff, who provide practical support with resource and financial management and organisational structures.

Key Responsibilities

1. Share with the bishops in developing, communicating and implementing the vision and strategy for the diocese.
2. In partnership with the Suffragan Bishop, exercise a ministry of support and encouragement towards the Area Deans and Deanery Lay Chairs of the archdeaconry in their mission and ministry on behalf of the Diocesan Bishop, and to work collaboratively with them.
3. Be creative in encouraging new forms of mission and ministry within each deanery in the archdeaconry, working closely with the relevant Area Dean.
4. Assist the Diocesan and Suffragan Bishops in the pastoral care of clergy, other licensed ministers and their families and carry out Ministerial Development Reviews. The Archdeacon has a particular concern for the housing provision for clergy and ministers.
5. As an executive member of the Diocesan Mission and Pastoral Committee, oversee processes of pastoral reorganisation in the archdeaconry, also liaising with parishes.
6. In consultation with the Bishop's Leadership Team, take the lead in the process surrounding the appointment of priests to vacant benefices, liaising with the parishes concerned. The Suffragan Bishop will in all cases chair the interviewing panel. The Archdeacon then nominates the candidate to the Diocesan Bishop for appointment.
7. Enable parishes to operate effectively, especially through building relationships with churchwardens and being responsible for their training and support. The Archdeacons also admit churchwardens to office each year on behalf of the Diocesan Bishop.

8. Share and lead public worship in the parishes of the archdeaconry, especially during vacancies and on diocesan occasions.
9. Provide visible leadership in promoting equality, diversity and inclusion in all aspects of the life of the archdeaconry, putting in place measures to ensure that our church leadership – lay and ordained – and our congregations, reflect the diversity of the archdeaconry.
10. Work with the Diocesan Board of Education to promote the good governance and work with schools in the archdeaconry.
11. Fulfil the statutory responsibilities of an Archdeacon, including those in relation to:
 - The Inspection of Churches Measure, through Quinquennial Visitations, which may be delegated to Area Deans.
 - Holding Annual Visitations.
 - Presenting clergy at ordination.
 - Inducting or admitting priests to their offices in the context of an institution or licensing service.
 - The Care of Churches and Ecclesiastical Jurisdiction Measure, including membership of the Diocesan Advisory Committee for the Care of Churches, where the Archdeacon's particular role will be to facilitate communication between the committee and the incumbents and churchwardens of parishes.
 - The Ecclesiastical Offices (Terms of Service) Measures, including involvement in capability and grievance procedures. The Archdeacon will normally be the person appointed by the bishop to oversee an enquiry into the capability of an office holder under Common Tenure. The Archdeacon is usually responsible for overseeing the formal stages of a grievance procedure.
 - The Archdeacon has no statutory role in proceedings under the Clergy Discipline Measure 2003, but the Code of Practice describes circumstances in which it may be appropriate for the Archdeacon to act as the complainant, or provide pastoral support.

Person Specification

	Requirements
Spirituality and Tradition	<ul style="list-style-type: none"> • Mature in faith and spirituality. • A prayerful approach to life. • Someone who is generous in working with a breadth of traditions and spirituality in the Church of England.
Experience and Understanding	<ul style="list-style-type: none"> • Someone who will be able to lead changes across the archdeaconries for future sustainability and growth. • Understanding and experience of the challenges of leading and managing change, providing support to clergy and lay leaders. • Experience of working in deprived urban communities. • Experienced in ministerial life and aware of the challenges, joys and opportunities it can bring. • Committed to diversity, inclusion and racial justice.
Knowledge	<ul style="list-style-type: none"> • Knowledge and experience of fruitful approaches to developing and growing the Church. • Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese.
Skills and Competencies	<ul style="list-style-type: none"> • Able to articulate vision and strategy. • Able to develop partnerships and networks.
Personal Attributes	<ul style="list-style-type: none"> • Resilient - able to encourage and motivate others as well as being able to make difficult decisions. • Collegial and collaborative - a team player, ready to work with and support the Diocesan Bishop and other senior colleagues in their roles and committed to creating a culture of mutual accountability and unity. • Fully committed to the development and training of self and others.

	Requirements
	<ul style="list-style-type: none"> • Committed to the wellbeing of clergy and of lay leaders, able to give proactive and sensitive support to clergy and their families.
Work-related circumstances	<ul style="list-style-type: none"> • Flexibility to work evenings and weekends. • Willing to travel across the diocese.

Additional Information

Application timetable

The closing date for applications is **Wednesday, 15 April 2026 at Midnight**.

Shortlisted candidates will be informed by Monday, 20 April 2026.

The interviews are scheduled for **Monday, 27 April 2026** at Bishopscourt, Bury New Road, Salford M7 4LE. Further details will be provided to shortlisted candidates.

Eligibility & pre-employment enquiries

The nominated candidate will be appointed subject to satisfactory references. They will need to have the right to live and work in the United Kingdom. They will also need to complete an Enhanced DBS check with barred list and home background checks and a pre-appointment occupational health clearance.

Safeguarding

Experience of an applicant's competence in managing safeguarding constitutes a key part of the discernment process, as well as enquiries to reassure the appointing panel that you are not a safeguarding risk.

You will be asked to complete a confidential declaration, prior to interview. Your referees are also asked to comment on your approach to managing safeguarding.

Stipend, housing and office space

The Diocesan Board of Finance will provide a house for the new Archdeacon of Salford & Bolton, location to be determined.

The stipend is set at £48,266 per annum (from April 2026). Holidays and expenses are paid according to the diocese's guidelines for office holders. The new Archdeacon will be expected to comply with the regulations for common tenure and the associated terms of service.