

ROLE PROFILE FOR Churches and Networks Consultant

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 Vision and Strategy team supports the whole Church in its engagement with the Church of England's Vision and Strategy for the 2020s which has three strategic priorities: to be a church of missionary disciples, to be younger and more diverse, and to develop a mixed ecology – being church in varied forms and settings. The team is also the lead owner of the strategy within the NCIs, and therefore responsible for ensuring that the work of other teams within the NCIs is aligned to the strategy and helps ensure its delivery across the Church. The Vision and Strategy team consults on and manages the distribution of one of the largest grant-making programmes in the country, with over £100m of Strategic Mission and Ministry Investment (SMMI) disbursed annually and helps the delivery of projects funded by previous grants.

The Churches and Networks Support Team leads on work to inspire, encourage and enable local churches to see the national vision come to fruition. The team works with a range of parachurch

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organisations and networks to help take forward the priorities of Vision and Strategy. This includes supporting the development of funding proposals.

Undergirding all this work is a commitment to the following approach: P.R.A.Y. The Churches and Networks team prays for all its work and encourages others to do so both nationally and in individual churches. Then it seeks to help churches and networks:

P - prioritise the work of the vision and strategy

R - resource that work

A - adapt as necessary to make space for growth of all kinds

Y - you - remind everyone that this is the work of the whole church and challenge each person to play their part.

The Church and Network team consults on and manages the distribution of significant national funding of 11.9 million through People and Partnership Funding over three years.

The team champions the three strategic priorities of the strategy to enable us to be a church for everyone: missionary disciples, younger and more diverse, and mixed ecology and the six bold outcomes that arise from the strategy.

What you'll be doing

The primary purpose of this role is to develop and manage strategic partnerships that address critical gaps and enable the Church's Vision and Strategy to become a reality alongside this contributing to development of the mixed ecology across the church.

MAIN DUTIES AND RESPONSIBILITIES

Main Duties and Responsibilities:

- **Identifying opportunities for impactful partnerships** by assessing gaps, trends, and potential areas of growth
- **Working with external networks**, agencies, and organisations to explore innovative approaches and to scale impactful initiatives aligned with bold outcomes.
- **Supporting partners to co-create proposals** that include clear objectives, milestones, and budgets, ensuring alignment with the Vision and Strategy criteria.
- **Overseeing and managing the implementation of partnerships**, monitoring delivery milestones and outcomes, and facilitating timely adaptations to plans as needed.
- **Developing evaluation frameworks with the Funding and Learning Team** to monitor and measure the effectiveness of partnerships and identify learning opportunities.
- **Building partner capacity to sustain initiatives** beyond the funding period, facilitating workshops and providing ongoing support to strengthen governance and delivery capabilities.
- **Producing case studies and reports that capture learning**, highlight successful practices, and contribute to shared knowledge with the Church and external networks.
- **Representing the Vision and Strategy Team** in external forums, communicating the Vision and Strategy with passion and clarity, motivating teams and individuals, fostering collaboration, and sharing progress and insights on partnerships and the role of parishes in starting new worshipping communities.
- **Contributing to the strategic alignment of partnership activities**

- **Mixed ecology as the norm** – Working with and catalysing those involved in this area to ensure a coherent and co-operative approach. This will also include enabling collaboration and sharing learning from across the church. Enabling ways to inspire scaling and innovation in achieving the Church's Vision and Strategy of parishes revitalised for mission and 10,000 new worshipping communities.

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

- Proven track record in developing and managing strategic partnerships or large-scale programmes.
- Experience working within the Church, charities, or mission-focused organisations.
- Strong understanding of the Church of England's Vision & Strategy and its organisational structure.
- Knowledge of monitoring and evaluation frameworks and applying learning to drive continuous improvement.
- Knowledge and understanding of the structure of the Church of England and the role of the Parish.

Skills & Abilities:

- Excellent relationship-building skills and the ability to work collaboratively with diverse stakeholders.
- Strong project management capabilities, including planning, budgeting, and delivery oversight.
- Exceptional communication skills, with the ability to present complex ideas clearly and effectively to varied audiences.
- Adaptability, resilience, and problem-solving skills, with the ability to manage complexity and ambiguity.

Work Related Personal Qualities

- Self-motivated, proactive and committed to achieving results.
- Collaborative and collegiate in approach.
- Flexible in order to meet the demands of the post
- Operates with discretion and integrity.
- An understanding and empathy with the structure and culture of the Church of England.
- Enthusiasm for taking forward the strategic priorities of the Vision and Strategy.

Desirable

- Professional qualification/experience relevant to the role or education to degree level.
- Influencing and negotiating skills.

- Excellent interpersonal skills including the ability to establish positive working relationships with senior stakeholders and to represent the Directors to external partners.
- Experience in youth engagement or community development

Vacancy Summary

JOB TITLE:	Churches and Networks Consultant
NCI ENTITY:	Archbishops' Council
DEPARTMENT:	Vision & Strategy
GRADE:	Band 3 Standard Point
SALARY:	£59,248
WORKING HOURS:	35 hours per week
PRIMARY OFFICE LOCATION:	Church House, Great Smith Street, London
HYBRID WORK ARRANGEMENTS:	Required to be at Church House once a week.
IS HOMEWORKING A REQUIREMENT FOR THE ROLE?:	Yes ☐ No ☒
IF NOT A REQUIREMENT, IS THE ROLE SUITABLE FOR HOMEWORKING?:	Yes ☒ No ☐
CONTRACT TYPE:	Permanent
IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL	☒ Basic
IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?	☐
ORACLE POSITION CODE:	8017343
COST CODE:	22518
PARENT POSITION:	Head of Churches and Networks Team, Vision & Strategy