

ROLE PROFILE FOR GROWING FAITH FOUNDATION PROGRAMMES LEAD

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, implement and evaluate effective leadership development programmes which enable participants to lead deep and lasting culture change which instinctively prioritises the needs, voice, development and impact of children, young people and families. To enable growing impact and reach of these programmes through embedding long-term strategic partnerships with delivery partners at local, regional and national level, contributing to the overall national target of developing 30,000 leaders of mission and ministry with children and young people by 2030.

MAIN DUTIES AND RESPONSIBILITIES

Designing and delivering effective leadership development programmes

- Leading the design and delivery of a range of professional development programmes at national and local levels for a range of professional and voluntary roles (including, but not limited to school leaders, chaplains, youth, children's and family ministers and advisors, clergy)
- Promoting and disseminating resources and programmes from partner organisations working in this area
- 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
- Supervising and leading teams of coaches, speakers and other partners to ensure effective delivery of the programmes, through strong operational oversight and clear budget planning and implementation
- Supporting and collaborating across the wider NSE team with particular reference to leadership development and faith formation of flourishing adults and children.

Enabling effective quality assurance and continuous improvement

- Designing and embedding systems and processes for quality assurance of provision (including national delivery and regional delivery partnerships)
- Leading a culture of continuous improvement within the programmes, and collaborating with other middle leaders across the team to ensure shared learning and development between workstreams
- Ensuring that the voice of children and young people play an active role in the shaping and delivery of programmes

Developing theological thinking and evidence-led practice that catalyses culture change

- Designing high quality and engaging learning experiences for participants that deepen knowledge, skills and understanding through effective use of the evidence base, and creation of original thinking and development
- Creating a culture of spiritual development and faith formation amongst participants through rhythms and practices of prayer, worship and discipleship
- Ensuring that all course materials and design contribute strongly to our shared mission to become 'More Diverse' in every aspect of the work of the Growing Faith Foundation
- Contributing to the leadership and development of the wider Growing Faith Foundation across all its workstreams through collaboration, challenge and support within a wider team of leaders

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
- 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'
- A communicant member of the Church of England – this post is subject to an occupational requirement that the holder be a communicant Anglican under Part 1 of Schedule 9 to the Equality Act 2010.

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