

## ROLE PROFILE FOR HEAD OF GROWING FAITH AND FLOURISH

### 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 strategically lead the new 'Growing Faith' workstream team including oversight of the Growing Faith Foundation, FLOURISH network of worshipping communities and range of national leadership development programmes and experiences for young leaders (4-18) and young adults (18-25) including the Archbishops' Young Leaders Award, the Flourishing Young Leaders programme, the Christian Young Leaders pathway and Young Voices at General Synod. To play a wider strategic role as part of the NSE SLT working with other senior leaders within the team, and across the NCIs with other senior staff in related departments.

### MAIN DUTIES AND RESPONSIBILITIES

#### **Strategically leading the Growing Faith and Young Leaders team as one of the core three priorities of the National Society for Education**

- Providing strategic leadership as part of the NSE SLT group, overseeing, developing and delivering the core workstream of 'Growing Faith' through effective team leadership and management of senior and middle leaders, including the Head of Growing Faith Foundation and Head of Younger Leaders
- Modelling and implementing the highest safeguarding standards in every aspect of the work, working with other safeguarding leads with NSE, National Safeguarding Team and external stakeholders' safeguarding provision.
- Shaping development priorities and resource planning to ensure effective implementation, evaluation and continuous improvement across the Growing Faith Foundation and suite of leadership programmes for Young Leaders
- Providing Christian leadership, prayer and worship leadership with teams, external stakeholders, course participants and diocese colleagues
- Innovating programmes, activities and experiences that place the faith development and formation of children and young people at the heart of our mission and further deepen the Church of England's vision and strategy to become 'Younger and More Diverse'
- To ensure that the voice of children and young people plays an active role in the shaping and delivery of all workstreams with the team

- Strategically lead the culture change at the heart of the Growing Faith mission through enabling and resourcing effective partnerships between church, school and household
- Ensuring operational excellence across all activities in partnership with the Head of Operations to ensure all development work is delivered in line with strategic plans and within budget and resource plans.

### **Implementing the FLOURISH Network of Worshipping Communities in Schools/Colleges**

- Working in partnership with senior diocesan, school/college and church leaders to implement the FLOURISH network – building towards the target of 450 locations by 2030
- Providing spiritual leadership (through prayer, worship, faith development and formation) of the growing network of FLOURISH leaders
- Overseeing research and evaluation of early pilot activity to ensure long-term sustainable solutions in a range of diocese contexts
- Strategically overseeing the implementation of leadership development programmes for adult and young leaders of mission and ministry with children and young people within the FLOURISH movement

### **Building senior strategic capacity with internal and external stakeholders**

- Supporting the Executive Director of Education in reporting to relevant governing bodies, funding sources and senior leaders nationally to ensure FLOURISH, Younger Leaders programmes and Growing Faith Foundation embed fully at the heart of missional design and church revitalisation across the nation
- Developing long-term strategic partnerships with diocese, school trust, school/college and church leaders to enable the effective embedding of FLOURISH, Growing Faith Foundation and Young Leaders programmes at all levels
- Working strategically with other senior staff across key NCIs departments (including, but not limited to), Vision & Strategy and Ministry to ensure joined up planning and development, and reporting to relevant programme boards including the 30k Project Board

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*

June 2025

- Sustained demonstrable impact of effective leadership at a senior level and successful management of high performing teams
- Experience managing effective external quality assurance and accountability processes
- Demonstrable experience of influencing senior stakeholders both within the education and church leadership sector
- Leadership of faith-based programmes, networks and activities that have led to children, young people and families grow in faith
- Detailed knowledge of diocesan structures, systems and the wider Church of England Vision and Strategy
- Experience presenting new ideas to senior leaders
- Experience of programme leadership at scale and successful delivery of team-wide development
- Knowledge of the educational landscape in the primary and secondary sectors and the current and future needs of school leaders
- Experience of developing and leading marketing strategy and communications
- Demonstrable experience of financial and budgetary planning and management
- Demonstrable experience of liaising with and influencing governance groups

#### *Skills & Abilities:*

- An open and collaborative approach to leadership, with strongly developed interpersonal skills
- Capacity to be flexible and innovative in the changing circumstances of delivering programmes
- Inspirational communicator and public speaker
- Highly developed written communication skills, with experience of engaging with a wide range of stakeholders through formal and informal presentations, meetings, events and written communications
- Ability to manage multiple projects concurrently, working to tight deadlines and often under pressure.
- Ability to build excellent relationships with a range of stakeholders including senior figures
- Proven ability to provide strategic leadership which leads to effective outcomes
- Proven ability to synthesise large amounts of information to make robust strategic decisions
- Passionate about making a difference to the lives of children and young people
- A clear understanding of the Church of England's Education network and its current and future needs
- A clear enthusiasm for, and commitment to, the Church of England's vision for education
- 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.

#### **Education:**

- Degree level or post-graduate qualifications or equivalent professional qualifications in a related such as theology, youth work, education or leadership/management.

#### **Knowledge/Experience:**

- Experience of leading or developing leadership programmes

- Experience in developing CRM/LMS systems
- Experience in overseeing GDPR and Health & Safety
- Experience in successful management of remote teams.

**Skills/Aptitudes:**

- Ability to analyse qualitative and quantitative data
- Financial planning, budgeting and accounting
- Project management skills and evidence of delivery

**Desirable**

## Vacancy Summary

JOB TITLE:	Head of Growing Faith and Flourish		
NCI ENTITY:	National Society for Promoting Religious Education		
DEPARTMENT:	Education & Growing Faith		
GRADE:	Band 1	Standard Point	
SALARY:	£82,157		
WORKING HOURS:	35 hours		
PRIMARY OFFICE LOCATION:	Remote		
HYBRID WORK ARRANGEMENTS:	Not hybrid – remote only		
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 checked="" 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:	8104378		
COST CODE:	70101		
PARENT POSITION:	Executive Director of Education		