

About the National Church Institutions (NCIs)

The National Church Institutions 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 are looking for a colleague to join our national Ministry Development Team (MDT) as the Head of Leadership Development. This role is focused on facilitating the development of the Christian leadership capacity we need to pursue this ambitious vision and strategy.

The successful candidate will be responsible for providing holistic developmental support of future leaders and current senior leaders (**Bishops, Deans and Archdeacons**) together with other emerging strands of work.

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 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

In support of our national vision and strategy, the Church of England has a small central Leadership Development Team (LDT) currently comprising of seven staff posts. Through this team we invest significantly in the learning and development of senior leaders and the development of a diverse range of potential future leaders. We are also exploring opportunities to bring good Christian leadership development practice to bear in other areas of the life of the church.

The LDT sits within the wider Ministry Development Team (MDT) and works in cooperation with colleagues across the MDT, National Church Institutions (NCIs), wider church and society to enable team members to fulfil the responsibilities entrusted to them.

The work of the LDT is currently overseen by the Ministry Development Board.

What you'll be doing

The purpose of this role is to facilitate the development of Christian leaders who will be faithful to their calling, fruitful in their work and flourish as children of God as they play their part in pursuing our national vision and strategy.

MAIN DUTIES AND RESPONSIBILITIES

- Drive the approach and continual evolution for the Leadership Programmes ensuring the design, development and implementation of a high- quality L&D curriculum for the learning community.
- Shape, plan, schedule, implement and evaluate each element of the learning design including residential modules, mentoring, action-learning, senior leadership experiences and learning projects.
- Act as the lead facilitator on each module to provide 'sign-posting' throughout the agenda plus expert input where relevant.
- Ensure high quality input through the identification, commissioning, briefing, supervision and review of internal and external experts as faculty and facilitators in the modules, or in the provision of mentoring, or learning experiences.
- Engagement and supervision of external coaches to provide transition coaching to deans and bishops.
- Induction of newly appointed deans and bishops through the design and delivery of critical knowledge and skills training, along with mentoring and coaching support.
- Support the Ministerial Development Review (MDR) process for deans and bishops by supplementing diocesan MDR schemes with tools to enable effective reviews (e.g. 360 feedback processes, the provision of independent reviewers where required and supporting any development needs arising from the MDR).
- Collate trends and data from the evaluations and participants to inform future design, and to demonstrate the impact of the programme.
- Present at governance meetings and any other relevant project boards, to consult with and influence senior leaders across the Church.
- Manage administrative support which is provided by a Project Co-Ordinator.
- Responsibility for Measurement and Evaluation of your contribution to the whole L&D team's work - assessing the contribution of the various learning interventions in building strategic capacity across the Church.

- Developing the use of fresh tools (e.g. psychometric tools) to support senior clergy in their development planning and to provide psychometric support to selection processes as required.
- Contributing to the development and facilitation of bespoke learning interventions for various groups as needs emerge e.g. action-learning groups, development for BAME clergy and Church Traditions, or the design of cross learning community events.
- Helping to build and maintain a high-quality pool of external coaches and teaching faculty.
- Embedding learning from the various leadership modules through enabling team effectiveness programmes for bishops' senior teams and cathedral chapters.
- Coach senior leaders from any of the leadership programmes as the opportunities arise.
- Contributing to writing reports for key bodies when required, including the House of Bishops, the College of Bishops and General Synod if required.
- Deputising for the Head of Senior Leadership Development in internal and external meetings.
- Serving on discernment panels for the Strategic Leadership Development Programme.
- Contributing to the 'knowledge capital' on leadership in the Church and to the organisational learning that arises from the programmes.
- Any other duties as required and commensurate with the post.

This will be achieved by:

- Integration of the riches of the Christian tradition with the best of wider leadership development thinking and practice.
- Ongoing development of the new 'Learning Practicum' virtual learning system.
- Developing partnerships with theologians, TEs, business schools and other leadership development providers and coaches.
- Playing a full part within the Ministry Development Team and wider Church.
- Wise investment of the available budget and good financial controls.
- Sharing good practice and learning with/from other parts of the Church and other partners.

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 in line with your banding and 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.

Because this role is responsible for facilitating the development of the Christian leadership, there is an Occupational Requirement in accordance with Schedule 9 of the Equality Act for the post holder of this role to be a practising Christian.

Essential

Knowledge/Experience:

- An experienced L&D professional with substantial experience (at least 10 years) developed in an in-house L&D or in a consultancy role, working with senior leaders.
- In-depth experience of all elements of L&D; training needs analysis, curriculum design and delivery and evaluation and measurement.
- Programme Director experience.
- Experience of commissioning external providers and selecting and assessing faculty.
- Coaching and mentoring experience, including use of psychometrics.
- A knowledge and understanding of the Church of England and its mission and operation, its role in national life, or an interest and ability to learn about this.
- Comfortable engaging in discussions with senior leaders / clergy to explore fully, the application of learning and development in the context of Christian leadership
- Experience of working in large and complex organisations.
- A keen research interest in thought leadership and new thinking in the L&D field and how to apply these in a Church context.
- Experience of managing large complex programmes and having significant budgetary responsibility.
- Experience of influencing people at all levels in an organisation, including senior leaders.
- Understanding of systems thinking and organisational, group and inter personal dynamics alongside best in class approaches to professional / leadership development.

Skills/Aptitudes:

- A credible and confident professional, able to both support and challenge leaders as part of a learning programme in a constructive yet stimulating way.
- Ability to design and facilitate learning experiences on programmes e.g. at residential modules, experiential learning, with action learning sets as required.
- A critical thinker, who has intellectual depth and is comfortable with ambiguity and paradox.
- Able to translate strategy and vision into an effective course of action.
- Able to work with the big picture and manage detail.
- An effective communicator with the ability to produce high quality written documents, learning resources.
- Excellent interpersonal and stakeholder management skills - naturally consults with others and takes on board differing views and ideas.

Personal Attributes:

- Self-motivated and flexible with a strong ability to work on their own initiative – someone who focuses on solutions rather than problems.
- Comfortable working in an ambiguous and changing environment.
- A critical thinker who is intellectually curious and can work at pace in a highly academic / reflective environment.
- Resilient – able to thrive in a complex environment where work is subject to scrutiny and critique.
- Takes own personal development seriously and looks to make the most of opportunities to develop and learn.
- Educated to degree level or equivalent.

- An L&D qualification is desirable.
- Qualified, or willing to undertake training, in psychometric assessment.
- A coaching qualification is desirable.

Desirable

- Experienced in the co-ordination and utilisation of coaches and external providers, contracting with them and managing/evaluating their performance.
- A relevant professional qualification.

Vacancy summary

JOB TITLE	Senior Leadership Consultant
NCI ENTITY:	Archbishops' Council
DEPARTMENT:	Ministry Development Team
GRADE:	Band 2 Standard Point
SALARY:	£66,186
WORKING HOURS PER WEEK:	35
PRIMARY OFFICE LOCATION:	Church House, Great Smith Street, London SW1P 3AZ
HYBRID WORK ARRANGEMENTS:	On average 2 days per week in the office
SUITABLE FOR FULL HOMEWORKING:	<input type="checkbox"/>
HOMEWORKING REQUIRED:	<input type="checkbox"/>
CONTRACT TYPE:	Permanent
IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL	<input type="checkbox"/> Select level of DBS Check required
IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?	<input type="checkbox"/>
ORACLE POSITION CODE:	8017044
COST CODE:	22373
PARENT POSITION:	Director of Ministry