

## 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 a Senior Leadership Development Consultant. 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.

Specifically, the successful candidate will be asked to lead on overall co-ordination, stakeholder engagement and evaluation of the national Incumbent development programme designed to enable clergy to lead churches with a flourishing ministry with children, young people and their families (CYF).

The programme will be delivered by a range of partner providers including Theological Education Institutions (TEI's) in England with whom the post holder will need to develop outstanding and participatory strategic and operational working relationships.

The post will require an element of travel to those providers at key points across the academic year.

### **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 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

- Develop excellent strategic and operational working relationships with each of the delivery partners who will be delivering the programme
- Work collaboratively to support the shaping, planning, scheduling and implementation of the programme across the different delivery partners in line with the overarching programme framework; its aims and objectives and intended outcomes.
- Support the approach to and continual evolution of the incumbent development programme (CYF focus) in line with best professional / ministerial / leadership development practice.

- Lead on the co-creation and implementation of an overarching evaluation framework for the programme to include collation of data and subsequent reporting in line with governance requirements.
- 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.
- Develop and maintain a comprehensive central database in relation to the programme. (For example; include participant numbers (starters /completers), participants name/ current role /nominating Diocese, programme structure / indicative content, delivery schedules and evaluation points for each cohort in each provider.)
- Lead on the establishment and co-ordination of a learning community drawn from the relevant delivery partner faculty, to meet not less than three times a year; ensuring programme insights and learning are captured, cross referenced with evaluation data and fed into future programme planning and on-going quality improvement.
- Manage administrative support which is provided by a Project Co-Ordinator.
- Coach senior leaders from any of the leadership programmes as the opportunities arise.
- Contribute to writing reports for key bodies when required, including the House of Bishops, the College of Bishops and General Synod if required.
- Deputise for the Head of Senior Leadership Development in internal and external meetings if required
- Contribute to the 'knowledge capital' on leadership in the Church and to the organisational learning that arises from the programmes.
- Participate in discernment panels for the Strategic Leadership Development Programme (SLDP) as required
- 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, TElS, 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.

## **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 i.e. experience of managing large complex programmes and having significant budgetary responsibility.
- 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 influencing people at all levels in an organisation, including senior leaders.
- Understanding of systems thinking, organisational and interpersonal dynamics alongside best practice associated with professional / leadership development.
- Understanding of research / evaluation methods / methodologies

### *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 Development 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: 3AZ

Church House, Great Smith Street, London SW1P

## HYBRID WORK ARRANGEMENTS:

On average 2 days per week in the office

## SUITABLE FOR FULL HOMEWORKING:

## HOMEWORKING REQUIRED:

## CONTRACT TYPE:

Permanent

## IS A DBS CHECK REQUIRED? IF YES, WHICH LEVEL

Choose an item.

## IS A FAITH-BASED GOR APPLICABLE FOR THIS ROLE?

## ORACLE POSITION CODE:

8017044

## COST CODE:

22373

## PARENT POSITION:

Director of Ministry -