

ROLE PROFILE FOR Senior Vision and Strategy 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.

What you'll be doing

This is a key role in the Diocesan Support sub-team working pro-actively with bishops and senior diocesan leadership teams among a portfolio of dioceses in the north of the country to support and shape their strategy development and resource allocation in line with the priorities of the Vision and Strategy.

MAIN DUTIES AND RESPONSIBILITIES

Providing strategic consultancy to help, support, advise and partner with a portfolio of dioceses in the north of the country as they develop their mission, people and financial plans in line with strategic priorities of the Church's Vision and Strategy.

Supporting and advising diocesan leadership teams in the design, review and implementation of their strategic funded programmes, including missional and structural design, moving from planning to implementation, introducing appropriate programme governance, attending programme boards and advising on delivery.

Developing appropriate resources, including strategy development tools, project and programme best practice tools to help dioceses develop their strategic plans.

Working closely alongside the Strategy Consultant who also serves northern dioceses – and the Archbishop's Mission Enabler for the North – to help deliver the priorities of the Vision and Strategy across the northern province.

Working with the Funding and Learning sub-team to provide assurance to the Strategic Mission and Ministry Investment Board on the effectiveness of the national funding distributed to dioceses, including supporting a programme of monitoring and evaluation. And sharing insight and learning in terms of what is working effectively in mission and programme delivery.

Collaborating with colleagues in the Vision and Strategy team and other NCI teams who are serving dioceses to advance the Vision and Strategy in order to provide co-ordinated support to diocesan leadership teams.

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:

- Significant experience of working as an advisor with a variety of senior stakeholders in an internal or external consultancy role.
- Significant experience of developing strategy in large and complex organisations and aligning strategy alongside people planning and financial planning.
- Knowledge of programme and project management approaches from inception through to delivery.
- Experience of monitoring and evaluating the impact of projects, programmes and other initiatives.

Skills/Aptitudes:

- A demonstratable passion for encouraging the growth of the Church and for the three strategic priorities of the Church of England.
- Excellent relationship management and communication skills (including significant experience of working with senior colleagues).
- The knowledge and ability to support the delivery of complex transformation programmes.
- Ability to think strategically, and to see both the wider picture and attend to detail – including an ability to get to the root cause of issues.
- High intellectual capacity with strong analytical abilities, able to assimilate and analyse quantitative and qualitative information quickly, confident in using data and insight, identifying issues and priorities.
- The ability to present work attractively, persuasively and accurately, orally and in writing.

Personal Attributes:

- Ideally be based in the north of the country; must be able to work regularly in person with dioceses in the northern province.*
- Willingness and ability to undertake diocesan visits (including residential events) and work outside office hours (including occasional evening and weekend working).
- Excellent interpersonal and communications skills.
- Ability to meet tight deadlines and work under pressure when required.
- Highly pro-active, demonstrating resourcefulness and energy with a commitment to making a difference.
- Ability to apply understanding, judgement, tact and discretion.

Education:

- Education to degree level or relevant professional qualification.

Desirable

- An understanding of the structures and workings of the Church of England and an ability to work effectively within them.

* The postholder will work with a portfolio of dioceses from those within the northern province i.e. Blackburn, Carlisle, Chester, Durham, Leeds, Liverpool, Manchester, Newcastle, Sheffield, Sodor and Man, Southwell and Nottingham, and York.

Vacancy Summary

JOB TITLE:	Senior Vision and Strategy Consultant
NCI ENTITY:	Archbishops' Council
DEPARTMENT:	Vision & Strategy
GRADE:	Band 2 Standard Point
SALARY:	£66,186
WORKING HOURS:	35
PRIMARY OFFICE LOCATION:	Church House, Great Smith Street, London SW1P 3AZ
HYBRID WORK ARRANGEMENTS:	50% of working week will be spent travelling to diocesan meetings in the north; 50% of the week will be working at home. In addition, team meeting in London once a month
SUITABLE FOR FULL HOMEWORKING:	<input type="checkbox"/>
HOMEWORKING REQUIRED:	<input checked="" 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:	8017342
COST CODE:	22510
PARENT POSITION:	Deputy Director of Diocesan Support