

JOB DESCRIPTION & PERSON SPECIFICATION

Growing Faith Adviser

APPLICATION DATE BY

14 July 2024



**Diocese
of Salisbury**
Making
Jesus Known



Hello and welcome!

What are we looking for?

Are you passionate about empowering young people's voice and leadership?

Are you committed to enabling young people's flourishing and spiritual development?

Are you a teaching assistant/ teacher with church school experience?

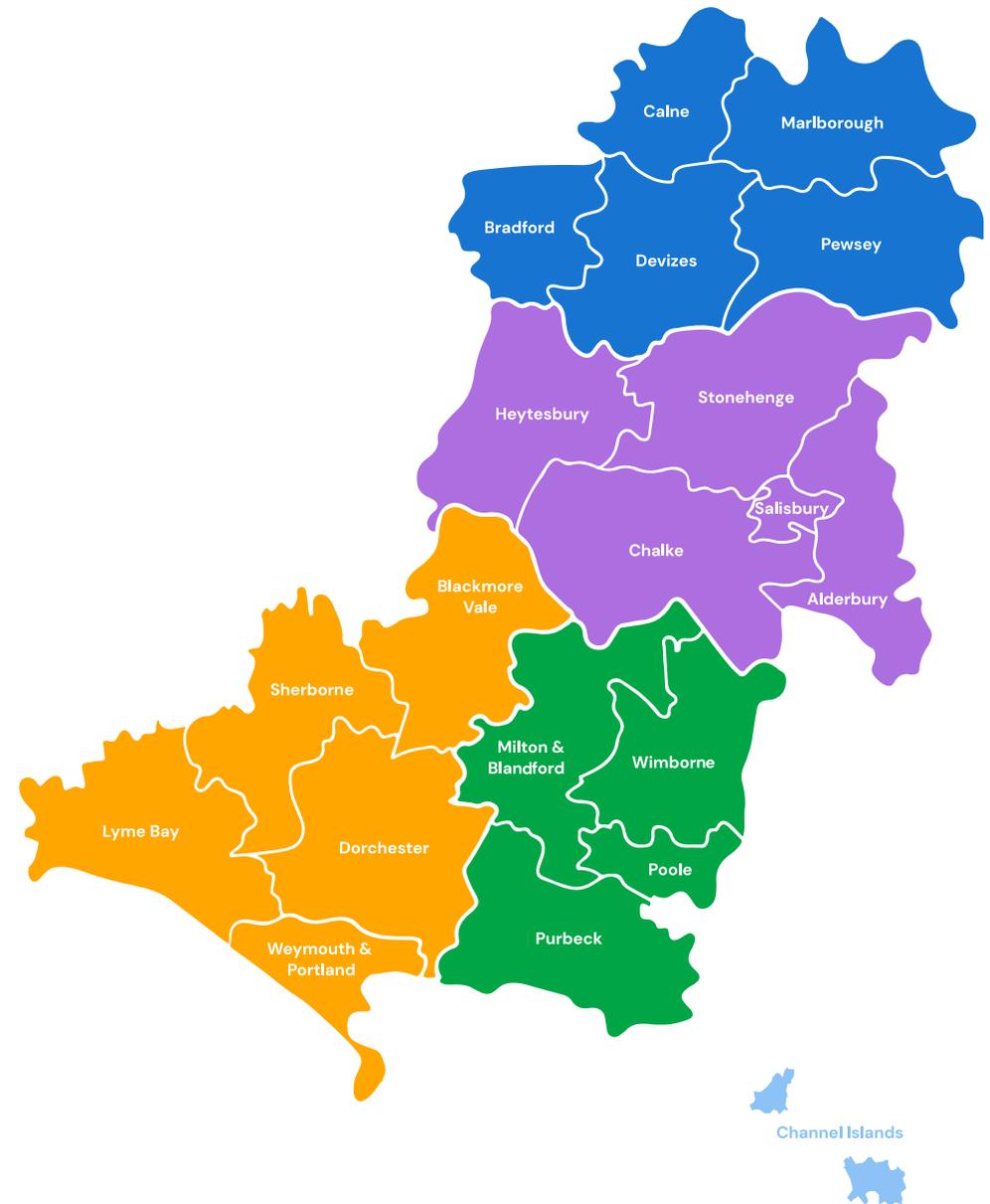
Are you a children's or youth worker with church experience?

We are searching for a full time creative and innovative adviser to join our Growing Faith team in their work with children and young people, particularly in the spaces where school, home, church and community meet.

You will work with local school and church team partnerships in four locations across the Diocese enabling the leadership of young people to

explore the creation of new intergenerational worshipping communities based out of four school communities. You will be instrumental in enabling the development of the Growing Faith team and its work in church, school, home and community partnership. You will provide leadership for Flourish across wider Diocesan Growing Faith work, enabling the whole Diocese to access and act upon learning from the Flourish pilots. We are looking for a motivated person who is able to work strategically and creatively, to draw on your understanding of church school flourishing, school and church partnership, building relationships and engaging with children and young people.

If this could be you, we would really like to meet you. If you would like an informal conversation about the role prior to applying, please contact mandy.christopher@salisbury.anglican.org.



Our vision and priorities

Our vision is to make Jesus known in every place so that all might flourish and grow seeking His Kingdom, here and now.

We pledge ourselves to action through:

- Creative partnerships in local mission
- Courageous Christian leadership
- Working for justice
- Climate action
- Financing the future sustainably

As a result we will be more relevant, valued and successful; working hard to meet real needs with compassion and simplicity.



Working with us

So – what is Flourish?

Flourish is a pilot project from the Education Office of the Church of England. Salisbury is one of twelve successful Diocese who had bid for grant funding to be part of the pilot, which funds this post. The pilot aims to develop a network of worshipping communities, grown from school communities through church school partnership, led by the voice and leadership of children and young people. These will be places of exploration, innovation creativity and unique to their context.

The successful candidate will be in alignment with the vision, aims and ethos of the Church of England and your appointment will be subject to an Enhanced DBS check

The role

The role is offered as a full time, fixed term contract for the period of 2 years provided by the grant funding. We provide a supportive workplace culture, are

committed to sustainable work/life balance, and offer opportunities for flexible and remote working.

What we offer

We offer competitive and attractive compensation and benefit package.

In addition, we provide a non- contributory pension scheme of **10% pension contribution** (comprising 9.5% pension; 0.5% death in service cover); and which may rise by a further 3% if matched by a 3% contribution from the employee. Our family friendly policies create an environment where our employees are fully engaged and thriving in their responsibilities.

We offer **28 days paid annual leave**, which is inclusive of 4 days office closure during Easter and Christmas. In addition to this, we provide a robust wellbeing scheme for our employees through our employee wellbeing partners.

Job role

Growing Faith Adviser (Flourish)

Hours

35 hours p/w

Duration

Fixed Term Contract for 2 years

Salary

Up to £31,238pa (Grant Funded for 2 years)

Team

Mission and Ministry Team

Candidates will need to be a driver and have access to a vehicle to carry out their role, an expense process is available.

Growing Faith Adviser for Flourish

The post of Growing Faith Adviser for Flourish will play a pivotal role in Growing Faith approach to mission and ministry as part of the leadership of the diocesan strategic priority – creative partnerships in local mission. The post-holder will work with the Head of Growing Faith to provide operational leadership in four mission pathway locations, enabling local partnerships of church and school, led by young people to create new intergenerational worshipping communities from school communities.

The Growing Faith Adviser will be instrumental in enabling the development of the Growing Faith approach to mission and ministry as expressed through the vision of the church and school partnership. They will provide Flourish leadership across a wider Diocesan Growing Faith work, enabling the whole Diocese to access and act upon learning from the Flourish pilots.

Key Responsibilities

– To provide operational leadership and advisory support to the Flourish pilot (4 pilot areas) in the Diocese of Salisbury as part of its Growing Faith approach to mission and ministry.

– Provide Flourish leadership across wider Diocesan GF work, enabling the whole Diocese to access and act upon learning from the Flourish pilots.

– To be an active member of the Growing Faith team contributing to the effective delivery of the Growing Faith strategy of the Diocese.

– Contribute to the effectiveness of Diocesan Board of Finance services and operations

– Enable young people's voices and leadership to be instinctively at the centre of all planning, decision-making and implementation

– Support local teams to develop a clearly articulated and shared purpose/vision to grow a younger and more diverse community of Christian disciples

– Enable a strategic leadership partnership between school and at least one church community with appropriate long-term governance pathway locations are integrally interwoven into the mission pathway design and outworking

– Enable local teams to plan and grow Intergenerational faith development experiences involving children and their families and communities of all ages

– Empower local teams to create worship that is fully integrated into the regular rhythms, practices, structures and resources of the school's vision for flourishing of children and adults

– Ensure those Flourish pilots in mission pathway locations are integrally interwoven into the mission pathway design and outworking

– Work with local church/school partnerships to create consistent and rigorous approaches to monitoring and evaluation and learning from the impact of the local Flourish project

– Work with local church school partnerships to report progress to the bodies to which they are accountable and to be accountable yourself to the Flourish working group

– Work with the Comms team to enable young people and local teams to share their story

Personal specification

Qualifications & Training required

– Professional qualification in related field or significant experience in either youth and children’s work or education (primary or secondary)

– Up to date knowledge of safeguarding and safe working practices and experience of working in this way and supporting others to do the same.

Experience required

– Recent and relevant in-service professional development and training

– Understanding and experience of the systems and structures of schools (primary and/or secondary)

[For full job description and person specification see here.](#)

– Experience in managing change, able to plan strategically and act pragmatically in line with organisational priorities and in consultation with stakeholders

– Proven experience of leading effective work with young people in formal and informal settings and supporting leaders to do the same e.g. schools – teaching assistant or teacher, youth work, social work, and pastoral work

– Experience of enabling others to design and deliver high quality provision for children and young people and supporting victims and survivors

– Experience of working on and managing cases involving the statutory response to the protection of children/adults.

Competencies & Behavioural requirements

– Committed Christian who is a member of a Church of England or a church which is a full member of Churches Together in Britain and Ireland

– Commitment to empowering the voice and leadership of young people

– Proven understanding child and adolescent development and faith formation

– Demonstrate their ability to positively engage and interact with children and young people

– Demonstrate a personal and professional enthusiasm for young people exploring and growing in spiritual flourishing and Christian faith and be able to inspire others to do the same.

Application process

As part of your application please submit the following:

Part 1 – Complete an [Application Form](#).

Part 2 – Letter no more than two sides of A4, telling us about yourself, your motivation for applying for the role, and the skills, knowledge and understanding based on your experience you will be bringing to the role using the job description and person specification as your reference.

Part 3 – A current CV

Closing date Sunday 14 July

Shortlisting Monday 15 July

Interview Thursday 23 July – will likely be held at a church secondary school within the Diocese – information will be given to those invited to interview.

Please return applications with supporting documentation by email to:
hadmin@salisbury.anglican.org

The interview process will be in three parts

- a) An activity with a group of young people
- b) A presentation
- c) A panel interview

If you think you can make a real difference in this role and you

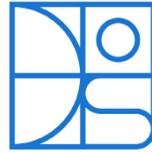
would like to discuss your interest further through an informal conversation, or if you have any queries about the role; please contact the HR Team on hadmin@salisbury.anglican.org

To ensure the fairness of the selection process, shortlisting will be based upon the information you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

A copy of our privacy policy for job applicants can be downloaded [here](#).

The successful candidate will need to be a Committed Christian who is a member of a Church of England or a church which is a full member of Churches Together in Britain and Ireland.

We are committed to the safeguarding and protection of everyone within our community



“The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord’s favour.”

LUKE 4: 18 – 19

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