



## SALISBURY DIOCESAN BOARD OF FINANCE

### Job Description and Person Specification

<b>JOB TITLE:</b>	<b>Growing Faith Adviser (Flourish)</b>
<b>TEAM:</b>	Mission & Ministry
<b>DURATION:</b>	Two years
<b>LINE MANAGER:</b>	Head of Growing Faith
<b>RESPONSIBLE FOR:</b>	N/A

#### JOB PURPOSE

*The vision of the Diocese of Salisbury is 'To make Jesus Christ known in every place, so that all might flourish and grow, seeking His Kingdom here and now.'*

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 wider Diocesan Growing Faith work, enabling the whole Diocese to access and act upon learning from the Flourish pilots

Key to the success of this role, is the post-holder's ability to work strategically and creatively, to draw on their understanding of church school flourishing, school and church partnership, building relationships and engaging with children and young people. In supporting the development and implementation of the diocesan vision and strategy, paying particular attention to Creative Partnerships in Local Mission and Social Justice, through modelling and enabling courageous Christian leadership across the diocese, resulting in confident disciples, and engaged communities working to Make Jesus Known.

This role carries a high profile and requires the post-holder to establish a strong and visible presence across the Diocese



## DUTIES AND RESPONSIBILITIES

### **A. 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**

To include:

- 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
- 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 & Engagement team to enable young people and local teams to share their story

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

- To have responsibility for the development and delivery of a work plan for Flourish.
- Establish and lead a learning network, including mission pathway areas, for Flourish within the Diocese
- Drawing on the shared learning from the national Flourish project provide additional professional learning and development to Flourish teams
- sharing learning and leading networks, developing training enabling consistency, innovation, expectation, and pace.
- Signpost and connect local teams to resources and good practice in the Flourish sphere



- Work in partnership with DBE advisory team to enable collaborative working in the collective worship sphere, particularly between Collective Worship Faculty Leads of the Programme for Church School Flourishing and Flourish leaders
- Work in partnership with Formation team to systematically provide professional learning opportunities for school and church teams as part of the wider leadership pathways development, including for curates
- Keep up to date with current learning and thinking within the Flourish and Growing Faith spheres sharing with the appropriate teams accordingly to shape future focus and direction for this work.

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

To include:

- Commit to a culture of continuous professional learning and development, engaging in staff development, the approved DBF professional development system, staff and team meetings, making a significant contribution to our ongoing learning about Growing Faith
- Make a significant contribution to DBF communications around Growing Faith
- Make a significant contribution to the implementation of the Diocesan vision, priorities and outcomes
- Be a visible advocate for Growing Faith and Flourish in the work of the GF, mission and ministry teams, the DBF and the Diocese.

#### **D. Contribute to the effectiveness of Diocesan Board of Finance services and operations**

- To meet regularly with the Head of Growing Faith to discuss your work, informing your own practice and the future shape of the work of the DBF
- Understand and fully commit to safeguarding and the promotion of the welfare of children, young people and vulnerable adults in line with the DBF Safeguarding policies and practice
- Ensure compliance with the General Data Protection Regulation
- Maintain the necessary conditions for an effective and safe working environment
- Manage easy reference, shared accessibility and comprehensive electronic filing of all documentation

This document indicates the general level of responsibility and overall aims/outcomes of the position. The above is not an exhaustive list of activities and responsibilities. You will be expected to perform relevant activities, as necessitated by your role, to meet the vision, aims and the overall objectives of the organisation.



## ADDITIONAL INFORMATION

The role requires a high level of confidentiality and will involve dealing with sensitive data which at times has the potential of having an emotive impact on the reader.

The post holder must always undertake activities in accordance with legislative and regulatory requirements.

The post holder must always carry out their responsibilities with due regard to the DBF Equal Opportunities Policy and be vigilant in complying with Health & Safety regulations to maintain a safe and secure working environment.

In addition, the post-holder will need to occasionally be able to travel within the diocese and be available to attend events outside normal working hours on a "time off in lieu" basis.



## Person Specification

Attributes	Essential	Desirable
<b>Qualifications &amp; Training</b>	<ul style="list-style-type: none"> <li>Professional qualification in related field or significant experience in either youth and children's work or education (primary or secondary)</li> </ul>	
	<ul style="list-style-type: none"> <li>Up to date knowledge of safeguarding and safe working practices and experience of working in this way and supporting others to do the same.</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>Recent and relevant in-service professional development and training</li> <li>Understanding and experience of the systems and structures of schools (primary and/or secondary)</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the structures of the Church of England</li> </ul>
	<ul style="list-style-type: none"> <li>Experience in managing change, able to plan strategically and act pragmatically in line with organisational priorities and in consultation with stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Experience of evaluating impact of work and producing evidence-based reports.</li> </ul>
	<ul style="list-style-type: none"> <li>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</li> </ul>	<ul style="list-style-type: none"> <li>Ability to use project management tools to track and record work across multiple locations and projects</li> </ul>
	<ul style="list-style-type: none"> <li>Experience of enabling others to design and deliver high quality provision for children and young people</li> </ul>	
	<ul style="list-style-type: none"> <li>Experience in successfully establishing new systems and projects and lead innovative start-up pieces of work</li> </ul>	
<b>Competencies &amp; Behavioural requirements</b>	<ul style="list-style-type: none"> <li>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</li> </ul>	
	<ul style="list-style-type: none"> <li>Commitment to empowering the voice and leadership of young people</li> </ul>	<ul style="list-style-type: none"> <li>Leading on youth voice and participation opportunities to influence organizational</li> </ul>



		culture and enable young people to have agency.
	<ul style="list-style-type: none"> <li>• Proven understanding child and adolescent development and faith formation</li> </ul>	
	<ul style="list-style-type: none"> <li>• Demonstrate their ability to positively engage and interact with children and young people</li> </ul>	
	<ul style="list-style-type: none"> <li>• 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.</li> </ul>	
	<ul style="list-style-type: none"> <li>• Demonstrable emotional and spiritual literacy</li> </ul>	
	<ul style="list-style-type: none"> <li>• Ability to work collaboratively, building and brokering effective relationships quickly.</li> </ul>	
	<ul style="list-style-type: none"> <li>• Demonstrate ability to think strategically, plan effectively, manage own time to work independently at pace.</li> </ul>	
	<ul style="list-style-type: none"> <li>• Ability to communicate effectively with a wide range of people of all ages, inspiring them to action, e.g. face to face, digitally</li> </ul>	
	<ul style="list-style-type: none"> <li>• Ability to think and act creatively, overcoming barriers and taking others with you</li> </ul>	
	<ul style="list-style-type: none"> <li>• Demonstrates a personal and professional enthusiasm and passion for leadership and learning</li> </ul>	
	<ul style="list-style-type: none"> <li>• Demonstrates personal and professional integrity</li> </ul>	
	<ul style="list-style-type: none"> <li>• Demonstrates the ability to inspire trust and commitment</li> </ul>	

**Employee Name:**

**Line Manager Name:**

**Signature:**

**Signature:**