



Diocese Of Worcester

Leadership Development Officer

(Full time / 2 year fixed term)

Job Role & Background

Leadership Development Officer

Full time / 2 year fixed term

The Leadership Development Officer will play a key role in shaping and delivering the Diocese of Worcester's vision for mission, formation and leadership development under the priority area Equipping Ministers for Mission (EMM).

This role, part of the Mission and Ministry Team (MMT), sits within a wider transformation of how the diocese forms, supports and develops leaders for mission, ensuring that clergy and lay leaders are equipped to serve a changing Church with confidence, depth and resilience.

The postholder will take particular responsibility for:

- Developing sustainable leadership development pathways, processes and systems that support the Diocese's long-term vision for raising up new leaders and equipping ministers for mission.
- Designing and helping deliver the taught programme of IME2 (curate) and IME3 (first post) training.
- Supporting the development of a coherent and high-quality training menu and bespoke formation and learning plans for clergy and key lay leaders, including overhauling our approach to ministerial development reviews (MDRs).
- Contributing to the design of a new Worcester School of Leadership, including working on proposals for a Young Leaders Programme and Ministry Experience Scheme (MES).



We are seeking a gifted and motivated individual who can design, build and deliver people-centred programmes, and who is passionate about equipping ministers for mission.

Relationships

Responsible to:

Director of Mission and Ministry

(No line management responsibility)

Working Relationships: (Mission and Ministry Team)

- Diocesan Director of Ordinands (0.7 fte)
- Discipleship and Lay Training Officer (FT)
- Clergy Development Officer 0.6, Training and Events Administrator circa 0.5, MMT Administrator 0.6

Our Vision

We are seeking to grow a Church full of faith, hope and love.

The role of the Mission and Ministry Team is to equip ministers for mission in the Diocese of Worcester, embedding as core competencies:

- Confidence working with **children and young people**
- A spirit and practice of **church renewal**
- Dexterity leading in a mixed ecology of parish churches and **new worshipping communities**.

This role is central to that vision, helping to raise up, form and sustain leaders who will serve God's mission in Worcestershire, Dudley and the wider church in the years ahead.

Job Description

Key Responsibilities

Process and programme design and delivery across:

Initial Ministerial Education (IME2 and IME3)

- Design and, where appropriate, facilitate/deliver core elements of the IME2 and 3 programme for curates and clergy in their first incumbency, drawing on the best local, regional, national and parachurch resources.
- Work closely with training incumbents and others to ensure a coherent and integrated formation experience for curates in IME2.
- Lead the New Incumbents Learning Community (NILC).
- Contribute to the ongoing evaluation and improvement of IME2/3 provision, in conversation with other dioceses and national partners.

CMD / Ongoing Training and Formation

- Support the development of a culture of lifelong learning via a redesigned MDR/personal development process which embeds one coherent system of bespoke formation plans across the clergy lifecycle – from curacy to retirement.
- Contribute to the design and delivery of a high-quality, accessible training menu for clergy and lay leaders.

Worcester School of Leadership

- Work with MMT colleagues to design and deliver the new Worcester School of Leadership, including new initiatives such as a Centre for Contextual Ministry, Young Leaders Programme and Ministerial Experience Scheme, creating high-quality placements and formation opportunities.
- Identify, nurture and support individuals with leadership potential, helping to create clear and accessible pathways into ministry and leadership.
- Contribute to diocesan vocations work, including the discernment and encouragement of younger leaders.

Collaboration and Contribution

- Work closely with the Director of Mission and Ministry, Transformation Programme Director and colleagues across the DBF.
 - Build strong relationships with clergy, lay leaders, parishes and external partners.
 - Contribute to the wider vision and strategy of the Diocese of Worcester, particularly in relation to mission, ministry and leadership development.
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Person Specification

There is an occupational requirement under the Equality Act 2010 that the post holder be a practising Christian, lay or ordained, and an active communicant member in good standing within the Church of England or of a Church which is in communion with the Church of England, or a Church that is a member of the Churches Together in Britain and Ireland, Churches Together in England or the Evangelical Alliance.

Essential:	Desirable:
• Have a clear understanding of and sympathy for the mission and structures of the Church of England. • Experience of designing, delivering and evaluating learning, training or leadership development programmes. • Experience of managing projects or programmes from conception through to implementation and review, with demonstrable ability to translate strategic vision into practical, sustainable initiatives. • Excellent communication, teaching and facilitation skills. • Experience of working collaboratively across teams and diverse stakeholders.	• Understanding of vocations, discernment, or ministerial training pathways in the Church of England. • Theological literacy and an ability to engage with questions of mission, ministry and formation. • Experience of working with adults in developmental, mentoring or coaching relationships, including knowledge of inclusive teaching strategies and differentiated learning approaches. • Qualification in theology, education, leadership development, coaching, HR or a related discipline.

Working Arrangements:

This is a full-time role based at the diocesan offices in central Worcester, with travel across the diocese and some hybrid working. Evening and weekend work will be required, with TOIL arrangements in place.

The following are therefore essential requirements:

- Willingness to work flexibly, including occasional evenings and weekends (TOIL arrangements apply).
- Able to travel regularly, widely and flexibly in both the rural and urban parts of the Diocese.
A current driving licence and access to own vehicle is essential unless suitable alternative arrangements can be made.
- Commitment to safeguarding, equality, diversity and inclusion, and the policies of the Diocese.

Safeguarding

The Diocese of Worcester is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. The successful candidate will be required to adhere to diocesan safeguarding policies and procedures and to undergo enhanced DBS with barring.

Benefits and How to Apply

Salary: £43,362 (full-time) plus a generous non-contributory pension.

NB: This is a fixed term role, expected to last for 2 years unless extended.

Hours: 35 hours per week (Monday to Friday) with some evening and weekend work where time off in lieu will be agreed.

Holiday: 25 days plus 13 further days including 8 bank holidays.

Location: This post will be based at the Diocesan Office in central Worcester with some home working possible and will require travel around the diocese.

To apply: Complete the on-line application form [here](#)

For more information and to apply please refer to this candidate pack, also available from:
www.cofe-worcester.org.uk/vacancies

Closing date: 9am, Monday 7th September

Interviews: To be held in Worcester on Friday 18th September

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of global majority heritage and people with disabilities and women, who are underrepresented at this level in our team.

