



The Centre for  
**Enterprise,  
Markets and Ethics**

# APPOINTMENT OF THE DIRECTOR

Macaulay  
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# LETTER FROM THE CHAIR

**Dear Potential candidate,**

Thank you for your interest in the Centre for Enterprise, Markets and Ethics.

Our purpose is to bridge the interface of theology, economics and business in promoting an enterprise economy built on solid ethical foundations. Under our first Director, The Reverend Dr Richard Turnbull, we have achieved significant traction and we are looking for a successor who will build on this.

The financial crisis in 2008 raised serious ethical issues for many people regarding the way in which financial institutions do business and, over recent years, concerns about globalisation, climate change and other environmental issues, poverty, AI and other developments have added to the overall concern about the nature of twenty-first century capitalism.

These concerns require consideration of technical issues of economics and finance but they cannot be addressed by this alone. They require the application of values based on a coherent world view and this requires consideration of ethics and broader philosophical and theological issues. CEME believes that a Christian world view based on the Bible thus has much to contribute to the current debate and I am encouraged to note that, in recent years, there seems to have been an increased willingness to listen to this contribution even in secular circles.

We support the promotion of the market economy from a Christian perspective and we think that there are three propositions around which many people can agree:

- **First**, that a competitive market economy which encourages private enterprise and is subject to the rule of law is not only the most effective way to generate wealth and employment but is also an important foundation for a democratic political order.
- **Second**, that while a market economy is superior to other economic systems which have been tried, it is far from flawless. Free market economies left to themselves cannot be relied on to provide solutions to a number of problems. We need to have a better understanding of the human person and of what makes up the common good if we are to tackle them successfully.
- **Third**, if it is to work effectively a market economy requires a degree of trust based on high ethical standards by those engaged in business. These values will not be generated within the market but must come from outside the market. While these values have many sources we believe that the Christian faith within the wider Judeo-Christian tradition is one important source of such values.

Having regard to this context, we want the new Director of CEME to be a Christian with a strong personal faith who is committed to developing a Christian world view based on the Bible and relevant contemporary economic, social and political issues. He or she will, of course, also need to share our view of the market economy and have the vision, skills and experience to drive CEME's work forward.

**Richard Godden**

Chair of the Board of Trustees

# INTRODUCTION TO THE CENTRE FOR ENTERPRISE, MARKETS AND ETHICS

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Founded in 2010 on the initiative of Lord (Brian) Griffiths of Fforestfach, The Centre for Enterprise, Markets and Ethics seeks to address some of the challenges facing twenty-first century capitalism. Our contribution comes from the promotion of the market economy from a Christian perspective within a framework of calling, integrity and ethical behaviour leading to the transformation of business enterprise and contributing to the relief of poverty.

We seek to combine high academic excellence in theology, business and economics with direct engagement with the business community designed to promote sound ethical behaviour and the wider aims of the common good and the relief of poverty. In short, we seek to apply a Christian world view in the context of the market economy: *We bring the values of faith to the enterprise economy and the value of the enterprise economy to faith.*

We have a small office in Oxford that is the base of our four full-time staff but much of the work of CEME is conducted away from this office by a wide group of people who share the vision of CEME and who contribute research, publications, blogs and book reviews as well as participating in CEME events. In addition, since 2023, Brian Griffiths has been engaged in conducting research and leading events under the “Fforestfach Associates” brand. The number of people actively engaged in one way or another in the work of CEME is thus far more than the number of full-time staff might suggest.





# OUR FOCUS AND APPROACH:

## Our focus is on:

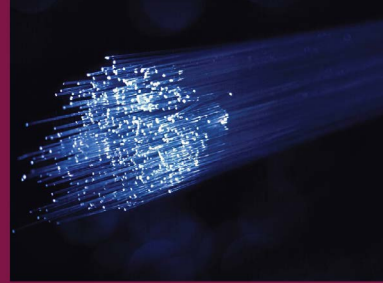
- The moral basis of wealth creation
- Profit, taxation and enterprise
- Vocation to business
- Philanthropy and social welfare
- Ethical challenges

## The activities of the Centre include:

- Conducting and commissioning research
- Writing and commissioning the writing of booklets, blogs, book reviews and other written material
- Organising events of various kinds including seminars and round table events
- Contributing to books and other material being published by other organisations and speaking at or otherwise contributing to events organised by other organisations

Our recent publications include *The Challenges of Artificial Intelligence*, *Private Planning and the Great Estates* and *What is the value of business: Results of polling*. The last of these was part of a project entitled *The Ethics and Theology of Business*, which included a survey of attitudes towards business and related matters as well as case studies on family business and involved interviews with business leaders as well as various podcasts. To review our publications, please [click here](#).

Recent events have included the first two Fforestfach Colloquia held in the House of Lords with an invited group of 20-25 people. These have discussed issues that are more suitable for specialist participation (e.g. the first was about moral realism in contrast to moral idealism and other moral approaches).



### THE CHALLENGE OF ARTIFICIAL INTELLIGENCE RESPONSIBLY UNLOCKING THE POTENTIAL OF AI

ENTERPRISE AND FAITH SERIES

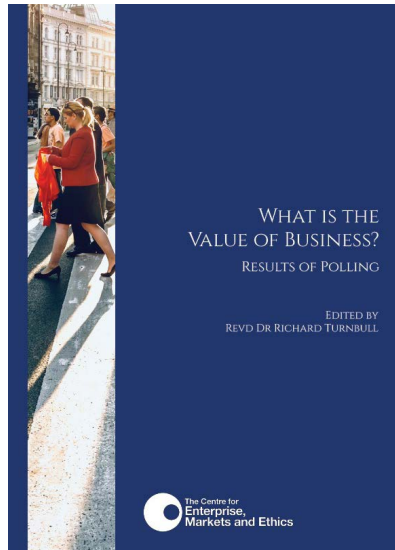
ANDREI E. ROGOBETE



### QUAKER CAPITALISM: LESSONS FOR TODAY

ENTERPRISE AND FAITH SERIES

REV'D DR RICHARD TURNBULL



### WHAT IS THE VALUE OF BUSINESS? RESULTS OF POLLING

EDITED BY  
REV'D DR RICHARD TURNBULL



### GOVERNMENT DEBT A NEGLECTED THEME OF CATHOLIC SOCIAL TEACHING

ENTERPRISE AND FAITH SERIES

PHILIP BOOTH, KAETANA NUMA,  
STEPHEN NAKROSIS AND RICHARD TURNBULL



### CORPORATE EXECUTIVE REMUNERATION: AN ASSESSMENT

ENTERPRISE AND FAITH SERIES

ANDREW HARTROPP



### PRIVATE PLANNING AND THE GREAT ESTATES: LESSONS FROM LONDON

ENTERPRISE AND VALUES SERIES

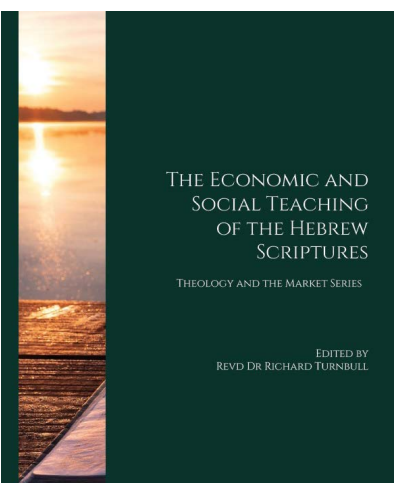
JOHN KROENCKE



### THE UK SAVINGS CRISIS REDISCOVERING THE PRINCIPLE AND PRACTICE OF SAVING

ENTERPRISE AND VALUES SERIES

ANDREI ROGOBETE



### THE ECONOMIC AND SOCIAL TEACHING OF THE HEBREW SCRIPTURES

THEOLOGY AND THE MARKET SERIES

EDITED BY  
REV'D DR RICHARD TURNBULL





# CONTEXT

Under the leadership of The Reverend Dr Richard Turnbull we have gained significant traction in a number of ways;

- We have produced a diverse array of publications which have contained insights in relation to a host of subjects including the lessons that can be learned from Quaker Capitalism, the moral issues associated with inflation and issues associated with AI.
- We have hosted a range of different kinds of event, aimed at different audiences and considering a range of different subjects (frequently linked with the subjects of our research and publications).
- These events have involved many eminent speakers including Lord (Mervyn) King (the former Governor of the Bank of England), Dame (Sara) Thornton (former independent Anti-Slavery Commissioner) and Matthew Taylor (Managing Director of the NHS Confederation).
- The recent Fforestfach Colloquia have attracted a number of eminent contributors from academia, public life and business such as Professor Nigel Biggar (former Regis Professor of Moral and Pastoral Theology at the University of Oxford).
- We have established one of the world's largest collections of book reviews on our areas of interest, enabling people to gain access to resources produced by other organisations.
- We have built good relations with a number of other organisations engaged in activities in the fields related to that in which we are active including think tanks that aim to influence public policy, academic organisations (both secular and religious) and business organisations.
- We have built a significant body of supporters and consumers of the things that we produce on both sides of the Atlantic.

We have an attendance at our events of up to 100 people, a group of just under 1,000 individuals who receive our publications, reports and book reviews and over 8,000 people following us on X (formerly Twitter).

Over the past 14 years we have seen the consensus broaden around the fact that business is essential to society for growth, employment and opportunity but that it can only be effectively built upon ethical foundations.

Sitting at the intersection of business, economics and theology, we aspire to reach increasing numbers of senior executives and leaders from across business, the church and wider society with compelling ethical frameworks of thinking that relate to the real world. We want to influence opinion formers and equip those in business to think through those issues that are relevant to them.

It is in this context that we seek a leader with the vision, talent and wisdom to grow and extend CEME's ability to communicate a vision of the common good, inspired by Judeo-Christian values, that makes sense to contemporary audiences in business, the church, and wider society.





## ROLE DESCRIPTION

Reporting to the Board of Directors directly and through the Chair, the Director will develop the strategy and give direction and energy to our mission. You will oversee the team and be responsible for its vision and flourishing. Representing CEME in public, alongside other relevant members of the team, you will speak in public on behalf of CEME, both in person (e.g. seminars and lectures) and in the media when appropriate opportunities arise. You will also research and write for CEME.

The direct reports of the Director are:

- Associate Director
- Senior Research Fellow
- Senior Editor



# KEY RESPONSIBILITIES

We are looking for a highly skilled and experienced leader to steer CEME. We need someone who will:

- Direct our programme of research and thought-leadership relating to markets, free enterprise and ethics drawing upon the history and values of the Judeo-Christian tradition.
- Develop high-level relationships among leaders in business, the church, academia and wider society, providing frameworks of thinking that relate to the real world.
- Be the face and voice of our thinking around an enterprise-based economy built upon ethical foundations inspired by the Judeo-Christian tradition and values.

## Lead and manage CEME

- Developing strategies, policies and plans for approval by the Board of Trustees.
- Executing, monitoring, reviewing and reporting to the Board on strategies, policies and plans.
- Planning research projects and publications and events of various kinds with a view to advancing the objects of CEME.
- Understanding CEME's audiences through research and data analysis, and ensure our communications, including written, audio and visual content are effective at achieving CEME's objectives.
- Working with the Associate Director, Senior Research Fellow and Senior Editor to develop, fund and deliver high-quality research and thought leadership, thereby building the intellectual capital and influence of CEME.
- Leading the CEME team, creating a highly relational team culture where everyone can flourish and play to their individual strengths, working well as a team to pursue a shared purpose.
- Conducting regular one to one meetings and annual Performance and Development reviews to manage, support and motivate direct reports and create a working environment in which they flourish and perform at a high level.
- Bringing together practical theology and business experience to formulate Christian theological perspectives on topical issues facing business, the economy and society.





### **Develop high-level relationships among leaders in business, the church and wider society**

- Bringing gravitas, expertise and confidence to set up and have productive meetings with senior leaders in business, the church, academia and wider society.
- Building relational networks that support the delivery of CEME's core objectives.
- Being a confident and credible communicator, equally able to deliver compelling public speeches and well-placed private conversations.

### **Represent CEME**

- Being an engaging and confident writer and speaker, with an established track record of communicating complex messages in public with integrity, clarity and conviction.
- Positioning yourself and CEME as a leading voice on our core issues and generate media coverage and speaker opportunities.
- Developing, training and mentoring other members of staff to act as spokespeople for CEME, tailoring talent, skills and tone to different audiences.
- Overseeing the delivery of high-profile public events, including panel debates, lectures and roundtables.

### **Manage finances and other resources**

- Ensuring that CEME has the human, material and financial resources to achieve its core objectives.
- Developing a medium to long term funding strategy for approval by the Board of Trustees and overseeing the execution of this strategy.
- Building relationships with key funders of CEME.
- Overseeing and managing CEME's finances, including preparing an annual budget and monitoring and reviewing expenditure.

### **Engagement and profile raising**

- Developing audiences, forging vibrant relationships and facilitating thoughtful conversations.
- Raising the profile of CEME by enhancing its credible reputation, and securing targeted visibility and mainstream recognition.





# PERSON SPECIFICATION

This post is subject to an occupational requirement that the holder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.

The kind of leader that we are seeking is someone who is:

- A Christian with a strong personal faith, committed to developing a Christian world view based on the Bible and relevant to contemporary economic, social and political issues.
- Committed to and has a passion for the vision, aims and objectives of CEME.

And has:

- An undergraduate or higher-level degree in an area of relevance to the work of CEME (e.g. theology, economics, history, politics).
- A professional background including working at a senior level in relation to matters that are relevant to the work of CEME (e.g. business, public policy or economic or theological research).
- Demonstrable experience of applying Christian theology in a practical context, in the workplace or any other part of life.
- An established track record of communicating complex messages in published and spoken format to a range of audiences with integrity, clarity and conviction.
- An ability to discern when and how to influence individuals and groups from delivering compelling public speeches to well-placed private conversations.
- Demonstrable experience of developing high-quality relationships for mutual benefit.
- Recent experience of leading and managing teams and inspiring individuals to develop their skills and capacities.
- Robust and current knowledge and understanding of economics and the debates which are live and/or emerging.
- Operationally confident, with experience of managing budgets.



# TERMS OF THE APPOINTMENT

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**Location:** 31 Beaumont Street, Oxford, OX1 2NP (CEME office). We will carefully consider flexible working patterns where possible, though a minimum of two days a week in Oxford is expected.

**Hours:** Full-time – 40 hours a week. Some weekend working, international travel and availability at other locations and outside of normal working hours will be required.

**Salary:** The salary will be circa £90,000 p/a and other benefits depending on experience.

## HOW TO APPLY

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CEME is working with Macaulay Search to make this appointment.

Applications should be sent by email to [mark.powys-smith@macaulaysearch.com](mailto:mark.powys-smith@macaulaysearch.com)

The closing date for applications is 5pm BST on Wednesday 14th August.

Your application should comprise:

- A full CV including a full employment history showing responsibilities held and relevant achievements;
- A covering note of not more than one and a half pages summarising your motivation and reasons for being interested in this position.

Please do make mention of your fit with the Christian faith and motivation for CEME's vision;

- The names of two referees – one of whom should cover recent years of employment and one of whom should know you in a personal/faith capacity. These details will be held in the strictest confidence and references will not be sought until later in the process and not without your prior agreement.

## THE PROCESS

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A selection of candidates will be invited to a first interview on either 12th or 13th September. A second round of in-person interviews is scheduled for week commencing 23rd September. You can expect to hear from Macaulay Search if you have been invited for interview by the end of the day on Friday 6th September.

Thank you for considering this role.

Please do be in touch with Mark Powys-Smith at Macaulay Search if you have any questions about this opportunity.

