



Diocese of Gloucester Deanery Operations Leads



Join us in shaping the future of local Church life

Deanery Operations Leader:

Location:	Forest, Tewkesbury and Winchcombe, or Severn Vale Deanery
Salary:	£44,819 - £52,444 (Band 3) with pension and benefits
Hours:	Flexible, minimum of 25 hours, up to full time 35 hours
Webinar for applicants:	Friday 24 April 2026, 1pm
Interview date:	Thursday 21 May 2026

Are you ready to make a difference where it matters?

The Diocese of Gloucester is launching a bold and visionary initiative to strengthen the life and mission of our local churches. We are seeking three exceptional individuals to join our growing network of Deanery Operations Leaders—one each in Forest, Tewkesbury and Winchcombe and Severn Vale Deaneries.

This is not just a job. It's a calling to serve, to lead, and to build something new. If you are a highly skilled professional seeking purposeful work, or an emerging leader looking to grow your capabilities in a dynamic, multi-disciplinary environment, this is your opportunity to shape the future of the Church of England at the local level.

Why this role matters

Our deaneries are a crucial part of our diocesan life. Our deanery leadership teams have voiced a shared concern: the lack of operational and administrative capacity to support clergy, PCCs, and local mission. The Deanery Operations Leader role is our response—a strategic investment in local leadership, designed to enable flourishing ministry and vibrant community engagement.

This is about embedding practical, responsive, and missionally aligned support where it's needed most. You will be part of the bridge between vision and delivery, between parish life and Church House, between aspiration and action.

What you'll do

As a Deanery Operations Leader, you will:

- **Enable local mission** by providing strategic and operational support to clergy and lay leaders.
- **Coordinate resources** and streamline processes to reduce administrative burden and free up time for ministry.
- **Foster collaboration** across parishes, deanery teams, and diocesan staff.
- **Champion innovation** and help implement new ways of working that reflect the unique character and needs of your deanery.
- **Support governance and compliance** to ensure good stewardship and accountability.
- **Communicate clearly and consistently**, acting as a key operational liaison between local churches and diocesan structures.

What you'll bring

We're looking for people who are:

- **Purpose-driven:** You want your work to matter. You're energised by the idea of helping churches thrive and communities flourish.
- **Strategic and practical:** You can see the big picture and know how to get things done.
- **Collaborative:** You work well with others, listen deeply, and build trust.
- **Organised and adaptable:** You can juggle multiple priorities and respond flexibly to changing needs.
- **Digitally confident:** You're comfortable with modern tools and systems, and you help others use them well.

Rooted in values: You understand and respect the ethos of the Church of England and are committed to its mission.

Where you'll be based

Severn Vale: From Mitcheldean, to the Gloucestershire/ Herefordshire border, to the edge of the Cotswolds, serving the market town of Newent and the surrounding villages and suburbs.

- Building meaningful connections with young people and families
- Reaching those with little or no experience of church
- Strengthening deanery organisation and communication
- Shaping a strategic plan for how our church buildings serve mission
- Encouraging, equipping, and enabling every member to play their part
- Resourcing our mission with the right money, people and skills

Key words: *Relationships, mission, resourcing*

Forest: Between the rivers Severn and Wye, bordering Wales. A rural deanery including nine benefices with three market towns, Cinderford, Coleford and Lydney.

- Establishing vibrant, deanery-wide ministry teams, bringing fresh momentum to local and youth ministry
- Unlocking the potential of our buildings
- Providing outstanding support, administration and training that empowers leaders and fuels growth

Key words: *Collaboration, growth, discernment*

Tewkesbury and Winchcombe: A rural deanery in the North Cotswolds, including three mission areas, Bishop's Cleeve, Tewkesbury and Winchcombe with numerous villages.

- Pioneering ministry in new build housing areas helping new communities discover and shape a spiritual identity
- Strengthening youth and children's ministry at key transition points from secondary school chaplaincy to the youth hub, creating spaces where young people feel supported and inspired
- Elevating buildings management and maintenance so our church spaces truly serve mission, welcome and community life.

Key words: *Visionary, strategy, ambition*



Who this role is for

We welcome applications from:

- **Experienced professionals** who want to use their skills in a role with deep purpose and community impact.
- **Early-career leaders** who are eager to build a broad portfolio of experience in a supportive and values-driven environment.
- People from **diverse backgrounds** who bring fresh perspectives and a passion for service.

What we offer

- A **supportive team culture** that values collaboration, learning, and shared purpose.
- An opportunity **to shape new ways of working** at deanery and diocese level
- A **generous salary and benefits package**, including non-contributory pension scheme, EV car scheme and annual leave.
- **Flexible working arrangements**, including the possibility of part-time or job-share roles, provided you can demonstrate how the outcomes of the role will still be delivered.
- A chance to be part of a **transformational initiative** that is resourced, supported, and championed at the highest levels of diocesan leadership.
- Ongoing **professional development** and opportunities to grow your skills and influence.

How to apply

We want to make this process as open and engaging as possible. If you're interested but not sure whether this is the right fit, please contact recruitment at recruitment@glosdioc.org.uk.

We also warmly invite you to join our **webinar for potential applicants on 24 April 2026**, from **1pm – 2pm** (details available at [Vacancies – Diocese of Gloucester](#)). You'll hear more about the vision, the role, and the kind of people we're looking for – and you'll have a chance to ask questions.

Applications close: 9am Thursday 7 May 2026 | Interviews: Thursday 21 May 2026

The full job description and person specification are available at [Vacancies – Diocese of Gloucester](#). To apply, please complete our online form and submit your CV. If you would like to propose a flexible working arrangement, please include a brief outline of how you would deliver the role's outcomes.

Be part of something bigger

This is a rare opportunity to help shape the future of the Church in Gloucestershire and beyond. You'll be joining a team that is passionate about enabling local mission, supporting clergy and lay leaders, and building a Church that is faithful, hopeful, and loving.

If that excites you, we'd love to hear from you.