

<b>Job Title:</b>	Strategic Director
<b>Reporting to:</b>	National Leader
<b>Direct Reports:</b>	Network Lead, Youth lead, Kids Lead and Church Multiplication Lead
<b>Salary:</b>	£65,000 - £70,000
<b>Hours:</b>	Full-Time

The New Wine Strategic Director will play a pivotal leadership role, working closely with New Wine's National Leader, Rich Johnson, to advance New Wine's mission of empowering local churches to drive national change. This full-time, hybrid role emphasises supporting three core priorities: equipping church leaders in Holy Spirit ministry, fostering church multiplication, and strengthening ministries for younger generations. The Strategic Director will collaborate with the Operations Director to shape New Wine's leadership structure, manage the Heads of key initiatives, and contribute to high-profile events like the annual Leadership Conference and Summer Festival.

This position calls for a seasoned Christian leader with a proven track record in strategic oversight, effective team-building, and an understanding of apostolic leadership principles. With flexible working arrangements, professional development opportunities, and health benefits, New Wine offers a supportive environment for the Strategic Director to grow and lead effectively within the organisation's expanding impact framework.

### Background

New Wine's vision is "local churches changing nations". In order to fulfil this, we have established three strategic priorities:

- **Equipping Leaders:** Through its Leadership Network, New Wine is committed to empowering leaders to minister confidently in the power of the Holy Spirit, equipping them with the skills and support needed to bring the Kingdom of God into their communities. By investing in leaders, New Wine seeks to inspire transformative, Spirit-led leadership across its network of churches.
- **Empowering Younger Generations:** Recognising the urgent need to reach children, youth, and young adults, New Wine is dedicated to investing deeply in ministries that engage these age groups. By supporting and equipping leaders for effective ministry with younger generations, New Wine addresses the wider church's concern over declining church engagement, building a foundation for a thriving future.
- **Multiplying Churches:** New Wine envisions every church in its family, planting and nurturing a new congregation, driving growth and expanding the church's impact. This commitment to multiplication aims to see the gospel reach new communities, fostering vibrant, missional church plants that engage people where they are.

### Areas of Responsibility:

#### Leadership

The Strategic Director (SD) will serve as a key leader within New Wine, collaborating closely with the Operations Director and reporting to the National Leader. In this role, the SD will co-lead New Wine's strategic direction, designing and implementing leadership structures that empower the organisation to achieve its mission of equipping and supporting local churches.

As part of New Wine's leadership restructuring, the SD will work to establish a sustainable framework that addresses existing challenges and supports long-term growth. A core focus will be building a cohesive, effective leadership team that operates with clarity, unity, and purpose. This includes fostering a healthy team culture informed by understanding past dynamics and creating an environment where leaders can thrive. The SD will also represent New Wine's senior leadership at major events and in various contexts, embodying the organisation's values and vision.

## Delivery

The SD will be responsible for delivering New Wines Strategic Priorities, including Equipping Leaders, Empowering Younger Generations and Multiplying Churches. They will oversee the heads of each strategic area and ensure progress aligns with New Wine's vision. The SD will also contribute to high-impact events such as the Summer Festival and Leadership Conference, delivering on New Wine's commitment to equip churches and leaders across the network.

## Person Specification:

### Qualifications and Experience:

- **Essential:**
  - Experience of senior leadership within a church or organisation
  - Experience of line managing employed and voluntary leaders
  - Experience of successfully delivering a complex project / organisational change
- **Desirable:**
  - A qualification in the field of project management
  - A qualification in theological study
  - A qualification in a relevant field of study
  - Experience in any of the three priorities of Equipping Leaders, Empowering Younger Generations and Multiplying Churches
  - A relationship with New Wine church leaders

### Skills and Abilities:

- **Essential:**
  - Personal experience of New Wine events and an experience and understanding of New Wine's ministry and values
  - Good written and verbal communication skills
  - Confident in using mainstream email, word processing, presentation and spreadsheet software packages
- **Desirable:**
  - Knowledge of the Church of England
  - Relationships with Church Networks throughout the UK
  - Understanding of the shift from a pastoral to an apostolic leadership culture.

### Personal Attributes:

- **Essential:**
  - Proven leadership ability and able to demonstrate capacity to lead effectively and make good decisions in a complex context
  - Personable and emotionally intelligent and able to build good relationships with others
  - Prayerful with an understanding of how to ground their leadership in prayer
  - Reliable and resourceful, with an ability to work independently
  - Able to command the respect of others as a representative of New Wine
- **Desirable:**
  - A sense of call and experience in enabling leaders to be equipped and fulfil their potential

## Role Particulars:

**Working Pattern:** This is a full-time position, requiring two day per week in London, typically on Tuesdays and Wednesdays. Due to the nature of this role, some travel and periods of working away from home will be necessary, as agreed in advance. The Strategic Director must be available for the annual leadership conference and the New Wine Festival, including the setup and teardown of these events.

**Supervision:** The post holder will receive regular supervision from their line manager to ensure ongoing support and development.

**Role review:** There is a three-month probationary period for this role. Following this, the post holder

will undergo a quarterly rolling review of performance, the role, job description, terms, and package.

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

*This job description is intended to summarise the primary responsibilities and qualifications for this position. The job description is intended to include only some duties an individual in this position might be asked to perform or all qualifications that may be required now or in the future. New Wine reserves the right to revise the duties outlined in this job description at its discretion.*

## Why join our team?

- One team:** We care about you and invest in our team with training opportunities, quarterly reviews, and flexible working. We are keen for you to flourish here at New Wine, so if you see something you'd like to learn or a skill you'd like to develop, let your manager know!
- Workspace:** We are currently working from the coworking space 'Work.Life', with our main base being the Liverpool Street branch. Within the building, there are fantastic spaces for meeting, networking and coworking, as well as free coffee and events, breakfasts and well-being activities for us as members.
- Healthcare:** We are pleased to have recently launched Vitality Healthcare for team members who work more than 15 hours a week. You will be invited to join this once you have passed probation.
- Events:** Joining New Wine has exciting opportunities as we head to our two main events, the New Wine Leadership Conference and the New Wine Summer Festival. Depending on your job role, there may be other opportunities to head to site, but you will be invited, and arrangements will be made in advance. Specifically, at our two main events, we will look after you so you can do your job to the best of your ability. We also make sure TOIL is accrued so that you can rest to the best of your ability too!
- Prayer Days:** Your physical, mental, and spiritual health are incredibly important to us. While onsite at our events and throughout the year, we make sure to honour Prayer Days.
- Pension:** After completing three months and passing your probation, you will be automatically enrolled in the New Wine pension scheme. As part of the scheme, we will contribute 10% of your salary. This scheme does not require any contributions from you. However, if you would like to make additional contributions, you can arrange this with the Finance Manager.

## Application process:

- Key dates:** The application deadline is 9th December 2024, 9am. We may close applications early if strong applicants are received before this time. We will conduct virtual first interviews on Thursday 12th December. Shortlisted applicants must be available for an in-person interview in Worcester on Thursday 19th December.
- Application:** To apply, please send your CV and cover letter to [recruitment@new-wine.org](mailto:recruitment@new-wine.org).