



The Diocese of
Southwark

Strategic Lead (Vision and Change)

A rare opportunity to lead the design and implementation of a range of large-scale programmes on a part-time (3 day a week) basis to deliver Southwark Vision 2024-35
Christ-centred | Outward Focused.



**Christ
Centred**

**Outward
Focused**



The Diocese of
Southwark

Diocesan Secretary

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Dear Applicant,

I am delighted that you have expressed interest in our role of Strategic Lead (Vision and Change). I believe this is a genuinely exciting role and an opportunity to invest in growth and development in the Church of England. We have good foundations and a strong team in place and due to retirement are looking for an experienced strategic lead for vision and change to oversee the development and implementation of these substantial programmes.

This is an unusual opportunity to take on a very senior role on a part-time basis and we can offer flexibility around how the 0.6 FTE is worked. Scope for more than 0.6 FTE might be available: please contact me for a discussion if this is of interest.

This is a role for someone who has a heart to see the Church of England grow and thrive, who is committed to the development of mission and outreach in our churches and who finds joy in seeing congregations welcoming children, young people and families, growing and becoming more diverse in all ways, to represent all the people that we serve. The Diocese is committed to becoming a truly anti-racist organisation and to increasing our diversity at all levels. We especially welcome applications from those with Global Majority Heritage, those with disabilities and other protected characteristics.

I hope that you will find the information provided in the pack inspiring. I would be very happy to have an informal discussion about the role, and to provide more information; please contact Henry Metcalfe on henry.metcalfe@southwark.anglican.org to arrange a time.

With best wishes

Nicola Thomas

Diocesan Secretary



The Diocese of
Southwark

Diocesan Staff Purpose

To lead, enable, serve, support, and enable the mission of God as it is worked out in the parishes, deaneries, schools, and communities of the Diocese of Southwark.

Job Description

Job Title: Strategic Lead (Vision and Change)
Reporting to: Nicola Thomas, Diocesan Secretary (Chief Executive)
Location: Trinity House, Borough High Street
Line management:
Head of Strategic Programmes Implementation
Racial Justice Development Officer
Net Zero Carbon Programme Lead

Key Relationships:

Diocesan Bishop
Area Bishops
Archdeacons
DIP Implementation leads
Other members of the Bishop's senior staff team
Senior Management Team
Diocesan 'Vision and Strategy' Consultant Church Commissioners

Background to the job

Core Diocesan funding is from the generosity of our parishes, but we have also bid for and received funding for some specific projects and programmes from the Church Commissioners (National Church of England). The most substantial of these awards was made in June 2024, for £29m over a period 9 years to implement a set of initiatives which together will drive growth and make Southwark younger and more diverse. [Diocesan Investment Programme - The Diocese of Southwark](#)

This builds on previous rounds of Strategic Development Funding where the projects are still running, and responsibility for oversight of this work also sits with this role. We have also been

awarded national funding to drive forward implementation of our Anti-Racism Charter, Net Zero Carbon work, and Flourish funding in schools. In all cases there are staff and project plans in place: this role is to oversee implementation and future development in conjunction with national church teams and to draw together the full strategic picture in the Diocese.

Job Purpose / Summary

This is a senior leadership role to develop and implement strategy and the necessary change to deliver Southwark Vision 2024-35, Christ centred|Outward Focussed. The main focus will be delivery of the Diocesan Investment Programme, a nine-year partnership with the Church Commissioners which will invest £29m in projects in the Diocese aligned with the Church Commissioners' nine year 'Vision and Strategy' programme. The role will also oversee the whole range of other centrally-funded programmes and projects including Strategic Development Fund, Racial Justice Programme, Net Zero Carbon Programme, Flourish funding, and will provide expertise and input into other areas. In some cases this involves direct line management responsibility but the primary means will be through supporting and influencing those responsible for implementation of individual projects and pieces of work, drawing them together and influencing their development so that overall they contribute to Southwark Vision.

This is a strategic role which requires experience of leading change in a large and complex organisation, using data to understand and measure potential and impact, responding to a changing environment, and bringing stakeholders along on the journey.

Key Responsibilities

1. Building on existing work, developing and implementing the nine-year 'Diocesan Investment Programme' building on Southwark Vision, under the guidance of the Bishop and the oversight of the Diocesan Secretary. This will include setting up appropriate governance, safeguarding, monitoring and tracking frameworks working with the national church, working with implementation leads and other stakeholders to develop pilots and commissioning research for some of the strands.
2. Working across the central Diocesan team, especially with Department Heads and those responsible for implementing specific strands of the programme ('DIP Implementation Leads') to ensure a joined up approach that will deliver the goals set out in Southwark Vision. This will include working in detail with Archdeacons using granular parish-level data to make recommendations about where individual projects should be taken forward.
3. Engage with a wide range of stakeholders from National Church Institutions to local parishes to win hearts and minds to the implementation of Southwark Vision, helping to ensure that on the journey we are valuing all our parishes whether or not they receive additional funding through a central programme.
4. Accountable to the Diocesan Secretary together with the Diocesan Bishop, maintain oversight of the implementation of Southwark Vision, reviewing and developing over time the levers and interventions required and reporting on this to governance meetings and Diocesan Synod.
5. Ensure ongoing Strategic Development Funding (SDF) projects 2 and 3 are regularly reviewed and the lessons learned from SDF1-3 are applied to the 6/9 year strategy and plans. Chair the

monthly core project team meetings and attend the six monthly Programme Board meeting chaired by the Bishop.

6. Oversee delivery of programmes funded nationally, in particular funding streams for Racial Justice, Net Zero Carbon, and Flourish working closely with the Lead Bishops in these areas.
7. Being accountable to the Diocesan Secretary for the use of resources within budget and reviewing resource distribution in line with priorities emerging from the 6/9 year diocesan strategy plan.
8. Lead and develop the Strategic Programmes Team, providing support, coaching and advice, through regular supervision, one to ones and appraisal.
9. As a member of the Senior Management Team contribute to cross-cutting work in the Diocesan staff team, including leading by example and showing the staff values, and attending events relating to Southwark Vision such as parish conversations. Deputising for the Diocesan Secretary as appropriate when she is not available and taking a full role as a senior leader in the Diocesan staff team.

The post holder will attend governance meetings as required which are usually on evenings and weekends. There will also be a requirement on occasion to attend evening and weekend meetings around the Diocese for which travel expenses are paid and time off in lieu is given.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Equality and Diversity

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Person Specification

Essential	Desirable
Character and personal qualities	
A desire to serve churches in Southwark Diocese with a passion for enabling spiritual and numerical growth.	
Talented at building strong relationships, quickly building mutual respect and trust	
Positive and inspirational in leading and supporting others through change	
An organised individual, who makes plans and is well-prepared, seeking to maximise time and productivity	
Problem solver who anticipates difficulties, plans for them and works with others to find solutions	
Confident leader, effectively managing team dynamics towards a shared goal and considering individual needs	
Experience and qualifications	
Experience of implementing complex, high-value programmes in a matrix-management environment	Familiarity with Church of England governance structures
Experience of leading a high-performing team	
Experience of managing risk in a programme environment	
Experience of reporting to senior individuals, boards and committees	
Can demonstrate having driven change and a continuous improvement environment	
Skills/Aptitudes	
Role model and embed a culture of anti-racism, inclusion and equal opportunity	
Strong stakeholder engagement skills and can use a wide range of communication techniques to achieve outcomes	
Able to see the big picture and lead your team to deliver the priorities for the Diocese	
Welcomes and encourages challenge and delivers change effectively, recognising and responding when things are not working as well as when they are	
Consults effectively and listens to ensure decisions meet the diverse needs of the Diocese	



The Diocese of
Southwark

TERMS AND CONDITIONS

Strategic Lead (Vision and Change)

Part-time role 0.6 FTE (equivalent of 3 days per week, details to be agreed)

Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Your normal place of work will be Trinity House, although you will need to visit parishes around the Diocese from time to time. Your normal place of work is Trinity House, but some working from home is available. As a senior leader we would expect you to work in Trinity House for at least 2 days a week to ensure visibility and in-person time with the team and with colleagues.

Salary

The post has a salary of £42,180 (£70,300 pro rata) per annum, depending on experience.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

21 hours per week, usually between Monday - Friday, details to be negotiated

Scope for more than 21 hours might be available after discussion with the Diocesan Secretary

There is flexibility between 7am and 7pm by agreement with your line manager. Flexibility will be required for regular evening or out of hours meetings in order to fit in with governance meetings and the needs of the parishes. Time off in lieu, with prior approval of your line manager, will be granted.

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 2 local and 8 national bank holidays. [Pro rata for part-time hours]

The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months notice should you wish to resign and will receive a minimum of three months' notice.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The Diocese of Southwark serves...

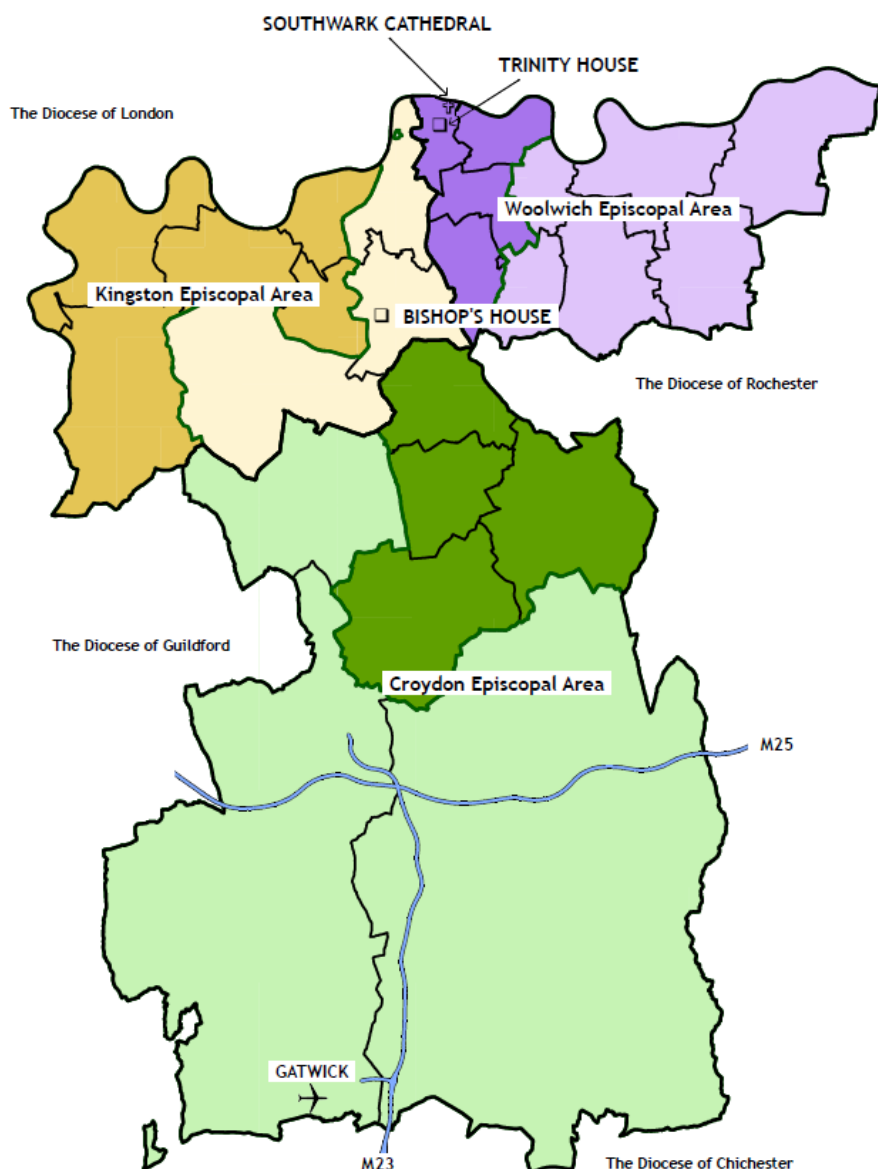


2.9 million people

in the **16** local authorities of South London and East Surrey

through **356** places of worship – a church of England presence in every community

and **103** church schools educating more than **37,000** young people



The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

SOUTHWARK VISION 2024 – 2035

Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

Our priorities are:



Parishes

We value all our parishes and are committed to enabling and serving them, so they can minister to the whole people of God in their local context.



Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced and well-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.



Growth

We will grow our existing churches, including revitalisation initiatives, and establish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.



Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to see our churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.



Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.



Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that we face including safeguarding, social justice, racial justice and care for creation.



The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Vision and priorities. These are known under the banner of ‘Lead, Enable, serve’ and are summarised in the table that follows below:

DIOCESAN STAFF PURPOSE
To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.
DIOCESAN STAFF AIMS
<ul style="list-style-type: none">• To support our parishes and clergy so that they are energised, equipped, and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.• To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practice.• To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.• To resource, and support mission and evangelism, vocational discernment, training, and ongoing development for lay and ordained ministries.• To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.
DIOCESAN STAFF VALUES
<ul style="list-style-type: none">• Effective Stewardship of resources• Collaborative Team Working• Respect for all• Transparent Accountability