

Lead for *Enhancing Diversity*

Job Profile

Title	Lead for <i>Enhancing Diversity</i>
Reports to	Head of Ministerial Development & Wellbeing
Location	Jubilee House (Southwell)
Basis of employment:	2 year fixed term appointment, working 21 hours per week (0.6FTE)
DBS check required? (Yes/No)	Yes
Special conditions of employment	
Date written/updated	July 2025

Purpose of Role

The Diocese has a vision of Living Hope for the city, towns and villages of Nottinghamshire and beyond and is committed to its mission of Growing Disciples of Christ with Compassion, Confidence of Courage.

Longing to revitalise and grow churches that represent the communities we serve, *Enhancing Diversity* is one of the 7 named Areas of Focus in our current diocesan vision (see: <https://southwell.anglican.org/vision/>). This new role will lead a development pilot (over 2 years), helping us articulate and begin to deliver a coherent and long-term sustainable strategy for supporting and resourcing our parishes and central activities. Funded by the Church of England's Racial Justice Unit, the primary and initial focus will be on racial diversity, but the post-holder will also be a central point of reference for the wider diversity agenda.

Key Relationships

- Senior diocesan leaders – bishops & archdeacons, Jubilee House Leadership Team
- Global Majority Heritage Advisory Group
- Discipleship & Ministry team portfolio holders
- Clergy and lay leaders in our most diverse parishes
- Disciples from diverse backgrounds cross the diocese

Principal Tasks

- Support the senior team in articulating the diocesan vision for *Enhancing Diversity* as a key Area of Focus (both theologically and missionally), with particular reference to racial diversity.
- Champion diversity at all levels within the diocese, engaging in and with parish ministries, providing input to senior leadership as required and supporting Discipleship & Ministry team portfolio holders to diversify our resources and offering.
- Work closely with our existing GMH Advisory Group, evolving its work to become a key agent for change delivery (- in the first instance, this will require a refresh and implementation of the existing 'racial justice action plan').

- Instigate and support a programme of events/activities offering opportunities for worship, faith-sharing, fellowship and discipleship to GMH Church members and communities, which engages meaningfully with different cultures and contexts, drawing this experience deeper into the lived reality of our existing churches.
- Champion and encourage mission which engages the breadth of communities we serve – including amongst those from other faiths and none.
- Network and connect GMH leaders (lay and ordained), identifying needs and opportunities for mentoring existing leaders.
- Diversify future vocations pipelines (inc GMH) through advocacy and mentoring opportunities.
- Administrate the Diverse Vocations fund, and manage all budgets associated with the development pilot grant from the national Racial Justice Unit.
- Identify gaps in our provision of training and resources in the area of *Enhancing Diversity*, developing plans and teams to create new resources, courses and events accordingly.
- Contribute to (and realise the benefits of) national and regional networks.
- Be visible within parishes and liaise with the diocesan communications team to promote all *Enhancing Diversity* activities.

Other duties:

- Play a full role in the life of the Discipleship & Ministry team, including participation in shared development activities and a willingness to engage and offer leadership (as required) in the team's corporate life of prayer and worship.
- Offer further line management and personal development support to Discipleship & Ministry team members, as the emerging structures require.
- Coordinate with other diocesan teams as and where appropriate (either in an *Enhancing Diversity* capacity, or as a general representative of the Discipleship & Ministry team and/or GMH Advisory Group), and champion the diocesan Vision and Strategy in all contexts.
- Strategically provide Sunday support to Churches as agreed.

Person Specification

Experience and Qualifications

- Lay or ordained person, with at least 3 years experience ministering in parish contexts
- Track record of diversifying ministry
- Gifted and experienced in a way that engenders substantial respect among clergy and lay colleagues across the diocese, able to work across the different traditions of the CofE
- Full driving licence
- Undergraduate degree in theology (or similar); or equivalent level of ministerial theological education and experience

Core Skills

- Track record of collaborative leadership, with understanding of the dynamics of building and leading 'diverse' ministries and congregations
- Theologically articulate, with strong gifts of communication and ability to gather and share stories of best practice across different churches and contexts
- Equipped to design and deliver high quality vocational, ministerial and/or theological training events and courses
- Effective team builder, with significant gifts in coaching, mentoring and supervising others
- Able to spot gifts in others and release them into new opportunities

- Budget management and control
- Knowledgeable of and able to implement effective safeguarding strategies and plans in relation to public ministry
- Able to supervise volunteer staff

Competencies

- High self-awareness and emotional intelligence
- Self-reflective
- Strategic leader, with proven gifts of implementation
- Can work independently and manage a diverse workload – high level of personal organisation
- Committed to own professional development
- Personal and spiritual maturity

Terms of Employment	
Work pattern	Standard working hours are 21 hours per week. Flexible working essential according to the needs of the role and responsibilities
Salary	Subject to skills and experience
Holiday	25 days per annum plus 8 bank holidays and 5 discretionary days: pro rata for 0.6FTE
Probation	6 months
Special Conditions	<p>There is a genuine occupational requirement for the post holder to be a committed Christian in the Anglican tradition or another member denomination of Churches Together in England.</p> <p>We are committed to creating and sustaining a workforce which represents our context and wider community. We particularly encourage applications from those with the relevant skills and experience that will increase this representation, especially amongst those of Global Majority Heritage backgrounds.</p>