



JOB TITLE: Lead Community Engagement Adviser

LOCATION: Diocesan wide

GRADE: Grade 7

REPORTING TO: Bishop of Tonbridge

PURPOSE OF JOB

Support parishes and partnerships to plan and deliver Community Engagement initiatives for the common good and engage with diocesan campaigns and national initiatives.

Develop useful relationships with statutory and third sector agencies, local support groups and other key stakeholders, and build and maintain positive relationships with the Archdeacon, clergy and lay leaders in the diocese.

PRINCIPAL ACCOUNTABILITIES

LEADERSHIP:

1. Offer direction and support in diocesan community engagement
2. Have a particular focus on urban and suburban places and within this, giving special attention to deprived areas and estates
3. Line manage the part-time community engagement adviser who has responsibility for rural places
4. Work smartly with a range of key diocesan colleagues in mission and the pursuit of plans
5. Work co-operatively and increasingly with the Diocese of Canterbury in project-based community engagement
6. Work effectively with the Diocese of Southwark in community engagement in southeast London
7. Advocate the role of the churches in the public square

STRATEGY:

1. Provide an annual development plan with identifiable outcomes that complement the strategic aims of the diocese
2. Support and advise churches as they discern God's calling to meet social need and help them to identify new projects and plans
3. Identify gaps in local service provision, especially emerging from the pandemic, and assess with others whether there is a calling to meet these needs with new projects
4. Pay special attention to community initiatives that may be replicated across the diocese, to enable this

5. Identify emerging national issues of justice with local impact and lead on issues agreed with the Bishops

NETWORKING:

1. Develop relationships with statutory bodies and agencies to enable shared goals
2. Develop partnerships to locate and secure external funding to support parishes in the delivery of their community engagement
3. Support churches in their relationship with statutory and other agencies, and ecumenical partners, helping to see the value of partnership work

EQUIPPING:

1. Support and advise existing initiatives
2. Support responses to homelessness
3. Develop Mental Health First Aid and bereavement training in place and support volunteers as they use these skills in community engagement
4. Support and deepen the work against modern slavery by developing the network of champions commissioned by the Archbishop of Canterbury on an archiepiscopal visit
5. Encourage *White Ribbon* ambassadors and pledge makers round male violence towards women, as the diocese furthers its links to the *White Ribbon* campaign; the first diocese in the Church of England to do so
6. Help people and churches embrace the dynamic relationship between social action, personal discipleship and church growth
7. Establishing links with the Diocesan Safeguarding team and working with them where appropriate.

SKILLS AND EXPERIENCE

- Is a disciple of Jesus Christ with a heart for renewing creation in the character of God and is able to inspire others with this vision
- Has proven experience of volunteer management and successfully leading a community development project
- Educated to degree level, other relevant qualification or equivalent experience
- Has the flair and instincts of a social entrepreneur
- Is a creative thinker with excellent communication and presentation skills
- Has a capacity to inspire people to action round community engagement and the enthusiasm to keep people motivated
- Can develop and maintain a network of contacts across related bodies – secular and Christian – with tact and understanding
- Is committed to the five priorities of *Called Together*
- Can control budgets and maximise funding through bid writing
- Is computer literate and administratively competent

The post holder will be a public face of the diocese and so it is considered there is a Genuine Occupational Requirement (GOR) for the post holder to be a communicant member of the Church of England, or of a Church in communion therewith or of a member Church of the Council of Churches for Britain and Ireland or of Churches Together in England, or of a member Church of the Evangelical Alliance.

The Diocese is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

The role will require the post holder to travel throughout the diocese – and to use digital platforms - often in the evening and at weekends.

COMPETENCIES

Achievement Drive – A desire to meet or exceed standards, welcoming feedback, and continually seeking to improve. It includes staying focused on goals over an extended period of time.

Relationships – The ability to understand the perspectives, feelings and concerns of others and initiate, build and maintain relationships in a mutually beneficial way. Recognise one's own feelings and those of others and manage emotions effectively.

Persuasiveness – The ability to convince others of a view, conclusion, position etc. Communicating in an impactful way, tailored to one's audience.

Problem Solving – The ability to investigate and breakdown a problem or situation into its component parts, identifying implications and the key underlying issues and establish possible solutions.

Independence – A demonstrated belief in one's capability to select an appropriate approach to a situation. It includes confidence in one's judgement or opinion and showing resilience in adversity. Know when to seek the support and advice of others.

Adaptability – The ability to adapt one's behavioural style or method of approach where necessary to achieve a goal. Responds to change with a positive attitude and demonstrates a willingness to learn new ways to accomplish objectives.

Teamworking – The willingness and ability to work co-operatively and collaboratively with others toward a shared goal, contributing actively to the team. Builds positive relationships and a sense of pride within the team.

September 2021