

JOB TITLE: Revitalise Adviser

LOCATION: Diocesan Office, St Nicholas Church, Boley Hill, Rochester, ME1 1SL

GRADE: Grade 7

LINE MANAGER: Head of Programmes

PURPOSE OF JOB

To accompany clergy and PCC's of those churches identified as fragile to:

- Understand and explore their missional and financial sustainability, using the health and vitality process;
- Identify appropriate actions to decrease missional and financial fragility;
- Support with implementation of agreed actions;
- Create realistic mission and financial sustainability plans.

PRINCIPAL ACCOUNTABILITIES

1. Understand, work with and communicate Rochester Diocesan Vision and Strategy.
2. Gather qualitative and quantitative data relating to parishes identified by the Revitalise Project Board.
3. Co-create and use letters and communication tools to approach leaders within the fragile churches.
4. Accompany up to seven churches, on a rolling basis, through the health and vitality process, with the aim of developing missionally and financially robust churches.
5. Quarterly reporting on progress of each identified fragile church to Revitalise Project Board, using a defined format.
6. Brief monthly update to relevant Archdeacons on engagement and progress.
7. Linking and signposting to relevant diocesan support teams and external partners as relevant.

SKILLS & EXPERIENCE

- Missional leader (lay or ordained) with experience of leading mission and change.
- Proven experience of walking alongside groups, organisations or churches through processes of change management and enabling growth.

- Demonstrates ability to engage with groups to enable creativity, innovation and shared learning
- Ability to create and understand financial and missional sustainability plans.
- Excellent presentation, facilitation and communication skills.
- Adaptable with an innovative approach to problem solving and identifying opportunities
- Experience of collaborative working with the ability to establish and maintain good working relationships with key stakeholders
- Strong self-awareness and awareness of impact on others
- Understanding and appreciation of Diversity, Culture, and church tradition within the Diocese and communities.
- Excellent organisational skills and administration skills
- Understands the importance of confidentiality and discretion when dealing with sensitive information
- An understanding of the nature of parish ministry within the Church of England.

The post holder will, at times, be the public face of the Diocese, it is considered that there is an Occupational Requirement for the postholder 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 church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy and undertake all relevant training. In particular, the church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately raise this with their manager or safeguarding officer

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.