



THE CHURCH
OF ENGLAND



Director of
Racial Justice



Starfish

Welcome

Thank you for your interest in this pivotal role as our Director of Racial Justice. This brand new role signals our deep commitment to driving change in culture and practice across the whole of the Church of England in order that all people in England are welcomed and supported to flourish within the Church.

We know for many people within UKME backgrounds that this is not the case currently. This appointment firmly establishes our intention to bring about substantive change which is felt and recognised by all UKME communities across the country. There is an unprecedented opportunity to embed racial justice within the structures of the whole of the Church of England and we are seeking a transformational leader to lead this work.

This is an exciting and influential role. Working closely with the Archbishops' Council, the Archbishops' Commission on Racial Justice, and the Church's Committee on Minority Ethnic Anglican Concerns (CMEAC), the Director of Racial Justice will lead the strategy for the Church's racial justice work. You will be the leading advocate at official level within the Church for the priority of racial justice at all levels and under your leadership, the Racial Justice Unit will design programmes and policies, and drive and encourage their implementation across the Church.

You will bring a strong track record of driving change and have extensive experience of working for UKME participation and inclusion in the context of public and institutional life. Confident and humble in equal measure, you will be passionate about fully valuing and including all people and will understand the nature and power of systemic racism and have experience of tackling this in effective ways.

You will be a values-driven, experienced leader used to working in complex, multifaceted organisations with a diverse stakeholder community. You will be a strategic leader, with strong advocacy skills and a sharp critical analysis of the political and social context, nationally and globally. You will enjoy robust debate and challenge, comfortable at both a strategic level and at working through the detail.

We know that this is no easy task and we are therefore looking for a visionary yet pragmatic leader with the ability to effect long term change for the Church as well as identifying opportunities to make immediate impact. This is a significant role, with the opportunity to truly enhance the lives of others. Your critical thinking and highly tuned judgement will be welcomed and valued as will your ability to recommend and implement solutions.

You will practise our core values, and demonstrate your strong commitment to the goals and mission of the Church, although you need not be a communicant member of the Church of England. We are actively committed to increasing the diversity of our teams and welcome applications from all sectors and backgrounds.

If you have the skills and qualities we are looking for, we very much look forward to hearing from you.

William Nye
The Secretary General of the Archbishops' Council

Background to the Role

The Church of England exists to offer a spiritual home for all people in England. It is embedded in our national life at local levels through its parish structure, in our education system, and in many other ways. We know that many people from UKME backgrounds are not fully welcomed or supported to flourish within the Church. The Archbishops' Council therefore seeks to appoint a Director of the Racial Justice Unit to drive change in culture and practice across the structures of the Church. This is an exciting and completely new post, at a senior level, marking the intention of the Archbishops and the Archbishops' Council to bring about substantive and measurable change which is felt and recognised by UKME communities across the country.

The recent Archbishops' Task Force on Racial Justice made a number of wide-ranging **recommendations**. Among those accepted for immediate implementation, is the recommendation that the Archbishops' Council should create a Racial Justice Unit, to work alongside and support the newly-created **Archbishops' Commission on Racial Justice** to implement the recommendations already received and to work with the Commission. It will drive change at all levels of the Church of England to ensure that UKME people are fully welcomed and able to flourish. The Racial Justice Unit is to be set up for an initial period of five years. Subject to review, this period may be extended or made permanent.

The Unit will support the existing CMEAC, the committee of the Archbishops' Council with responsibility for oversight of racial justice work. It will support the Committee on possible reforms to its structure and working, in response to the recommendations of the Archbishops' Task Force and of the Racial Justice Commission.

The Racial Justice Unit will have five dedicated staff – the Director of the Unit, a National Advisor on Racial Justice, two staff supporting the Racial Justice Commission and an administrator – whilst also involving close coordination with staff in other teams and departments who have a racial justice element to their work (for example, the lead within the Ministry and Development team, relevant staff in the Education team and in HR on diversity and inclusion) who will continue to be line-managed within their existing teams. This is a cross-departmental model, designed to maximise capacity and coordination, which has worked well in other contexts in the National Church Institutions (NCIs).

Following the development of the Church's new **Vision and Strategy**, and a period of transformation across the NCIs, there is now an unprecedented opportunity to embed racial justice within the structures of the Church of England. The Racial Justice Unit will report directly to the Secretary General (chief executive) of the Archbishops' Council and will work closely alongside the newly-created Faith and Public Life team.

The Racial Justice Unit will have a remit to work across all the NCIs and the Director of the Unit will be a senior change leader, working closely with other senior staff of the Archbishops' Council and other NCIs. The Director of the RJU will be a member of the Senior Management Group of the Archbishops' Council and will also be part of the Church Commissioners' leadership team. The postholder will have a dotted line to the Chief Executive of the Church Commissioners, and to the Archbishops of Canterbury and York.

Job Description

Role title:	Director of Racial Justice
Department:	Racial Justice Unit
Reporting to:	The Secretary General of the Archbishops' Council
Direct reports:	One National Advisor on Racial Justice, two staff supporting the Racial Justice Commission and an administrator
Managing employer:	The National Church Institutions of The Church of England, Archbishops' Council

Role purpose:

You will be the Head of the team committed to driving cultural and practical change for the full participation, inclusion and support of UKME people across the Church of England. Working closely with the Archbishops' Commission on Racial Justice, and the CMEAC, you will lead the strategy for the Church's racial justice work, design programmes for implementation, drive and encourage their implementation across the Church, and be the leading advocate at staff level within the Church for the priority of racial justice at all levels including all of the dioceses across the Church of England.

As someone considering this role, you will have extensive experience of working for UKME participation and inclusion in the context of public and institutional life. You will be passionate about social justice and that all should be fully valued and included. You will bring to the role strong advocacy skills and a sharp critical analysis of the political and social context, nationally and globally. You will understand the nature and power of systemic racism and have experience of tackling this in effective ways. You will have experience of engaging people and driving change, persuading stakeholders to embrace change, and ensuring that change happens in a complex environment.

In terms of the Church of England, you will have a clear understanding of the role of the Church, and of the Christian faith, in society and of the spiritual dimensions of life. You may or may not be a communicant member of the Church of England, but you will have a grasp of church life at local, diocesan and national levels and of how leadership is organised in the Church. You will have a sympathy for the Church of England's mission to the world, and its theological commitment to oppose racism in all its forms, but also a critical appreciation of its institutional failings and slowness to change in relation to UKME participation and inclusion, and an articulate commitment to challenging this effectively.

You will be confident in working closely with powerful individuals as well as with colleagues and members of our national governance bodies, whilst having excellent communication skills for relating sensitively to local dioceses, parishes and people.

You will be a team player, able to work creatively to draw others into the work and to contribute creatively to joint projects. You will be able to take, and share, responsibility and drive agendas forward as a member of a hard-working and highly motivated team without neglecting your own support structures and work/life balance.

Main duties and responsibilities

Key priorities delivered through the Racial Justice Unit

The Director of the Unit will have both a delivery role and a challenge role: leading and delivering change and helping ensure that change is delivered across the Church, on behalf of the Archbishops' Council and others in the Church; and also supporting the Racial Justice Commission, during its life, to provide challenge to the Church.

Church-facing:

- Delivery: leading the development of a comprehensive and viable strategy for driving effective culture change across the Church of England, working with policy makers at national level (all the NCIs) and dioceses, engaging widely at a senior level to persuade, empower and build confidence and momentum for change. Working with the Archbishops' Council and CMEAC to ensure this is delivered.
- Challenge: supporting the Archbishops' Racial Justice Commission and ensuring its recommendations (including those already made by the Task Force in From Lament to Action and accepted by the relevant Church bodies) are translated into strategic action.

World-facing:

- Working with colleagues in the Faith and Public Life team and others in the NCIs to maintain the Church's engagement with public policy addressing the persistence of racism in society and maintain the Church's intelligence base on racist political parties and anti-racist initiatives; and also working with colleagues to maximise synergies with the Church's engagement with other issues relating to inclusion and belonging.

Other responsibilities

- Building the Racial Justice Unit into an effective team which works collaboratively with other NCIs teams, which influences and commands respect across the Church.
- Ensuring that the Archbishops and bishops are briefed and supported to be advocates for Racial Justice and drivers of culture change.
- Delivering change, including culture change, across the whole Church, including in the NCIs and dioceses.
- Ensuring that the RJU builds and maintains good relationships with other stakeholders including the CMEAC, the Anglican Minority Ethnic Network (AMEN), the Racial Justice Commission, bishops, the Archbishops' Council and any other bodies with whom the RJU may work from time to time.
- Speaking and leading events around the country in ways which contribute to the delivery of change across the Church.
- Remaining connected to the wider racial justice movement nationally and internationally in order to ensure the adoption in the Church of recognised best practices.
- As a senior manager within the NCIs, undertaking any tasks, roles and responsibilities that are required from time to time in support of the collective work of the NCIs and improving the service the NCIs give to the whole Church.

Knowledge & Experience

- Experience of leading transformational change – the ability to engage and drive change across a complex system.
- Experience of working with UKME people in the Church or in wider society and awareness of particular challenges, including challenges experienced by groups who are “minorities within a minority”.
- Experience of managing staff, budgets and strategy development and of sharing wider managerial responsibilities in a team setting.
- Extensive experience of managing programme teams, and delivering a portfolio of outcome-focussed projects and programmes with multiple stakeholders in a politically complex environment.
- A solid understanding of how complex institutions work and how to drive change within them.
- Empathy for the mission and ministry of the Church of England and some understanding of the likely challenges of working within the Church's structure and governance.
- Knowledge of good practice in combating racism and exclusion and driving up participation.
- Educated to a level that enables confident engagement with people at many levels.

Desirable

- A good understanding of the Church of England.
- Experience of engaging with ethical issues in the public realm.
- Detailed knowledge of developments in racism awareness, equity and human rights etc. Experience of working for justice within an organisational context.
- The ability to understand practice in the context of wider theological/theoretical frameworks.
- Familiarity with anti-racism programmes in the churches and beyond.

Skills & Abilities

- Strong people skills: able to influence, challenge and persuade; among senior levels and at delivery level; and building confidence and engagement while also able to identify and address failings constructively.
- A strong commitment to advancing the role of UKME people within the Church and in wider society and to combating racism wherever it is found.
- A strong commitment to the Church's ministry and mission in the contemporary world.
- Team-building experience and leadership ability.
- Excellent written and verbal communication skills, and good analytical skills.

Styles & Behaviours

- Credible and approachable leadership style. Has presence, is an effective communicator, and is both trusted and respected. Uses emotional intelligence to build connection and win loyalty from others.
- Comfortable leading peers without formal line management structures.
- Flexible and adaptable when leading and delivering change.
- Natural collaborator and alliance-builder, with the ability to learn from others and enable them to learn from each other.
- Commitment to the NCIs belonging and inclusion and wellbeing aims in employment and service delivery, with a caring and respectful attitude to staff.
- Able to maintain personal resilience within a challenging role and environment.
- Good IT literacy in general.
- Willingness and ability to travel within the UK, sometimes including overnight trips.

Terms of Appointment

Salary

This role is within Band 0 with competitive salary and pension package.

Contract

The Racial Justice Unit is to be set up for an initial period of five years and this post is offered on a permanent basis, subject to a six month probationary period.

Location

Lambeth Palace, London SE1 7JU. With the expectation of substantial national travel and making full use of modern technology for remote working.

Work pattern

Normal hours of work are 35 per week, Monday to Friday with an hour's unpaid break for lunch. We have an attractive hybrid and flexible working policy

Annual leave

30 days paid leave per leave year. This is exclusive of public holidays and additional holidays approved by your employer.

Pension

Non-clergy staff will be automatically enrolled in the Church Administrators Pension Fund (CAPF, DC Section) unless they choose to opt out. Clergy already in the Church of England Funded Pensions Scheme (CEFPS) will have the option of either remaining in this scheme or joining the CAPF scheme.

The NCIs have an income protection insurance arrangement. To be eligible for cover under this policy an employee must be a member of the CAPF DC section. Please note that insurance cover is not necessarily automatic and that underwriting may be required by the schemes in some instances. Cover will be subject to any terms and conditions laid down by the insurance company.

Season Ticket Loan

Staff are eligible to apply for an interest-free travel season ticket loan for their journey to and from work.

Our Values, Belonging, Equalities, Diversity and Inclusion

Our Values are at the heart of everything that we do; Excellence, Integrity and Respect.

Everyone is welcome including those of all faiths and none.

Our aim is for everyone in the NCIs to feel that they belong, and are valued for who they are and what they contribute.

We now need to bring maximum creativity and diverse problem-solving perspectives to bear on the challenges facing the Church of England. And of course, we know that ensuring that everyone has a fair chance and can flourish at work is simply the right thing to do.

Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their background.

Our Belonging and Inclusion Strategy and Action Plan sets out the areas we believe will have the biggest impact on shaping the culture of the NCIs to become a place of belonging and inclusion for everyone. It is the result of extensive work and consultation across the NCIs and everyone is welcomed and encouraged to be involved in putting it into action.

Its key themes are:

Mentoring and learning: people come together across the NCIs in mentoring relationships that provide learning and development for all participants and enable mutual understanding, empathy and exchange of different viewpoints.

Leading and signalling: people see that leaders are accountable for promoting and maintaining our commitment to treat each other with respect.

Generous Behaviours: our behaviours towards each other fully reflect our existing staff Values of Excellence, Integrity and Respect and our purpose to serve the mission and ministry of the Church of England.

Celebrating and Storytelling: people in the NCIs feel welcomed when they join us and experience a vibrant and varied NCIs life that celebrates what we have in common and honours our differences.

We are committed to being an equal opportunities employer and to ensuring that everyone, job applicants, customers and other people with whom we deal, are treated fairly and not subject to discrimination. We will do whatever is necessary to provide genuine equality of opportunity. We continuously review our policies and processes to support our aim to create a workforce as diverse as the nation the Church of England serves.

The Church of England is for everyone and we want our committees to reflect the diversity of the community the Church serves across the whole country. Therefore, while of course all applications from interested and suitably experienced people are welcomed, we would particularly welcome applicants from UKME backgrounds and disabled people, who are currently under-represented at executive level. We will be pleased to make adjustments necessary to accommodate disabled candidates during the recruitment process and following appointment.



How to apply

We are actively committed to increasing the diversity of our teams and welcome applications from all sectors and backgrounds.

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Joëlle Prins on Joelle.prins@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/eofe-dir-racial-justice/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We are actively committed to increasing the diversity of our teams and welcome applications from all sectors and backgrounds.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date for applications: 9.00am Monday 11th July 2022

