

*\*Role Dependent On Funding*



# Learning & Development Strategy Lead

**Job Description & Application Pack**

**Christian Jobs**  
Work With Purpose



# Job Overview

<b>Title:</b>	Learning & Development Strategy Lead
<b>Salary:</b>	£45,000
<b>Hours:</b>	Full-time 35 hours per week, Monday to Friday
<b>Accountable To:</b>	Director of Vocations
<b>Start Date:</b>	1 <sup>st</sup> April 2025
<b>Location:</b>	St James' House office based. Hybrid working is available with a normal balance of 3 days in the office. Travel within the diocese, and at times further, is required with some evening and weekend work required

The Diocese of Liverpool's strategy is rooted in the Church of England's vocation to proclaim the good news of Jesus Christ afresh in each generation and to be a Christian presence in every community. Our refreshed diocesan strategy is making a step change in missional ambition which, with its clear focus on growth and sustainability, requires and takes a 'whole system' approach to change and alignment. We know we need to focus our missional ambition through sharper choices and more determined implementation. And we expect to see a flowering of church planting and revitalisation.

A key part of achieving our strategy is to make a step change in how we develop leaders - both lay and clergy - who are equipped to lead such generational change. To this end, Liverpool diocese is seeking to form a new team focused on Learning & Development (dependent on funding agreement) This team will create and implement a comprehensive strategy for developing lay and ordained ministry leaders with the skills they need to grow and sustain worshipping communities that reach and serve all communities and in particular, develop a church that is younger and more diverse. It is a very exciting opportunity.



# Job Overview

This new role is key – it will form, shape and lead a new team that will, alongside church and lay ministry leaders and diocesan colleagues, develop and implement a comprehensive learning and development strategy building on the existing curriculum.

We expect the new curriculum to include (but not be limited to) the following key areas:

- Working with Children and Youth
- Growing Disciples and Evangelism
- Justice
- Leading Change
- Project Management
- Coaching / Mentoring
- Communications
- Resolving conflict
- Personal resilience

This strategy presents an opportunity to respond to the context of this diocese:

- The development will be focused on the knowledge, skills and attitudes that will help missionally focused leadership deliver the strategic aims of the diocese with accountability - delivery of a parish system revitalised for mission, with sustainable worshipping communities and ongoing growth in younger and more diverse disciples.
- We want to attract younger and more diverse lay and ordained ministry leaders. We recognise that preferred learning styles within this group range between those who are comfortable with an academic approach to those who are less confident with 'book-learning' and need a more practical approach.
- The majority of missional leadership will continue to be provided by unpaid lay leaders. Our model needs to shift from full-time and daytime to a more accessible approach that includes hybrid models including online, webinar/recorded etc and maximises gathered in-person training to address application, problem solving and coaching.



# Job Overview

This role will form, lead and manage a new team of specialist diocesan leads in the following areas, and will establish a healthy, collaborative and accountable culture, liaising closely with other strategy leads within the discipleship, vocational, missional and operational domains:



**Learning & Development Assistant Lead - Lay**



**Learning & Development Assistant Lead - Clergy**



**Admin Assistant for all Learning & Development**

## **Position in organisation/accountable to:**

This position sits within the Discipleship and Vocations Team and reports to the Director of Vocations.

## **Scope of role:**

- Lead the development and implementation of an integrated Learning & Development strategy that aligns with the priorities of the diocesan strategy.
- Lead, manage and support the new Learning & Development team.
- Plan to a budget to ensure delivery of a sustainable programme.
- Act as an advocate for Learning & Development within the diocese.
- Work closely with colleagues within the Discipleship and Vocations team, particularly the 0-18+ Children and Youth Strategy Leader and leaders in the Missional teams and Operational areas to identify, prioritise and deliver on learning and development needs.
- Champion best practice and the highest professional standards.
- Develop in their own spiritual discipleship journey.



# Job Overview

## Duties and Key Responsibilities:

- Lead the development and implementation of an integrated Learning & Development strategy that aligns with the priorities of the diocesan strategy. This will be in collaboration with lay and ordained clergy within the diocese, your own team, and other key strategy leads and stakeholders, taking into account the existing curriculum.
- Lead, manage and support the new Learning & Development team. This includes; forming and shaping the team and leading the team with vision; establishing a healthy collaborative and accountable culture; involving the team in developing strategy; managing the team well - setting objectives, reviewing performance, providing support to achieve objectives; discussing personal and professional development opportunities. The team includes:
  - ◆ Learning & Development Assistant Lead - Lay
  - ◆ Learning & Development Assistant Lead - Clergy
  - ◆ Admin Assistant for all Learning & Development
- You will work with your team and a variety of colleagues to develop a system of Personal Development Plans to support individualised investment in development of missional leaders across the diocese with all associated planning for piloting, supporting, phasing implementation, monitoring and evaluation.
- You will work closely integrated with the Learning and Development Manager for Curacy in the Vocations team as you develop pathways through the learning and development framework.
- Plan the budget for the Learning & Development team. This includes creating, overseeing and reporting on the overall team budget and being accountable to the Director of Vocations for managing spend vs budget.
- Act as an advocate for Learning & Development within the diocese. This includes input and support to the 'Lifecall' vocations work including speaking at events and with people interested in pursuing a missional leadership vocation on the learning & development available.
- Work closely with colleagues within the Discipleship and Vocations team, particularly the 0-18+ Children and Youth Strategy Leader, leaders in the Missional team and Operational areas to identify, prioritise and deliver on learning and development needs.
- Champion best practice and the highest professional standards. This includes:
  - ◆ Close teamwork with the Safeguarding Team
  - ◆ Close liaison with Emmanuel Theological College on the content and practice of Youth ministry development and other development courses
  - ◆ Being an active member within relevant National Church Learning & Development networks, drawing on learning, best practice and future funding opportunities
  - ◆ Personal professional development
- Develop in your own spiritual discipleship journey. This includes appropriate attention to your own spiritual formation, as well as emotional, physical and mental health.

# About the Diocese of Liverpool

The Diocese of Liverpool is the Church of England in a corner of the north west with churches from Southport to Widnes; Wigan to Warrington and throughout the city of Liverpool all working their hardest to fulfil our vision of asking God for a bigger church making a bigger difference with more people knowing Jesus and more justice in the world.

As we work towards that vision we have four priorities:



**Introducing people to Jesus**



**Deepening discipleship**



**Developing Christian leaders**



**Working for justice**

## Our Future – New Strategic Investment:

Liverpool Diocese is on a journey of transformation with the goal of enabling all parishes, church plants, fresh expressions, schools and chaplaincies to fulfil God's mission and to make new disciples where they are. The Diocese of Liverpool is seeking significant financial investment from the National Church to support its strategy over the next 7 years. The investment will enable a significant programme of work and ministry to catalyse missional growth, equip those in ministry, and work towards financial sustainability. Key areas include:

- **Mission:**  
Investing in our youth and children's work, growing our social and racial justice work, planting and revitalising churches, and establishing new worshipping communities.
- **People:**  
Strengthening our work in discipleship and formation, developing clear vocational pathways through Lifecall, and making training and development available for people in lay and ordained ministry.
- **Financial Sustainability:**  
Supporting congregations to see giving as part of their whole life discipleship; provide advice and resources to ensure we make the most of our church buildings and assets; offering grants for mission and sustainability.



# About Fit for Mission

The Fit for Mission programme is the central part of the diocesan strategy. It provides focus and support to work together to face the significant issues that hold back mission and growth. Fit for Mission will support each deanery in the Diocese of Liverpool to create their own future. There are six elements, and for each of them the programme will make available help and specialist resources:

- 1** A focus on developing our discipleship culture through training and support, including delivering 'Cultivate', a successful Local Missional Leadership programme. This programme is already contributing to the establishing of newly planted worship communities and justice initiatives.
- 2** Creating core support-services in deaneries to support and resource mission.
- 3** Creating missional leadership teams of lay and ordained people over larger areas with responsibility for specific mission and worship communities.
- 4** Developing agreed mutual support and accountability structures for all leaders.
- 5** Work towards each deanery having one or two Larger Parishes. This will enable a more 'joined-up' and strategic approach to mission - catalysing new worshipping communities and more justice initiatives whilst retaining a sense of locality and diversity of worship; a ministry team able to 'play to their strengths'; and centralised benefits to administration and support.
- 6** Making sure buildings are fit for purpose, with building expertise available to assist in making good decisions on use, investment, or closure.

For more information on Fit for Mission go to [liverpoolcofe.org/fitformission](https://liverpoolcofe.org/fitformission)



# Person Specification

Experience	Essential	Desirable
Learning & Development leadership experience	✓	
The above experience in a Christian faith/charity/church context		✓
Led the development and implementation of an integrated Learning & Development strategy including a blended learning (i.e. classroom, online, experience based)	✓	
Experience of developing and delivering learning & development resources relevant to an interactive blended learning approach	✓	
Using/drawing on the benefits from a learning management system	✓	
Proven ability to lead and develop a team - including inspiring a team as well as dealing with challenging performance issues	✓	
Management of a budget, including reporting	✓	





# Person Specification

Knowledge & Skills	Essential	Desirable
Strategic and practical learning & development theory and practice including needs analysis, assessment, design, development, implementation for classroom, virtual/online based learning	✓	
Learning management systems	✓	
Strong communication skills – oral and written	✓	
Team management experience including mentoring and coaching skills	✓	
Demonstrable Leadership skills – set out a vision, confidently lead others with a posture of humility and service, draw people towards and together	✓	
Excellent listening and discernment skills	✓	
Financial/budget management	✓	
Safeguarding best practice	✓	
Project management	✓	

Personal Qualities & Qualifications	Essential	Desirable
A person of prayer and deep Christian faith	✓	
Collaborative, approachable, team player, builds networks	✓	
Self-motivated with the ability to motivate and inspire others	✓	
Resilient with an ability to work independently at times, ensuring tasks promised are fulfilled	✓	
A person of integrity, managing confidential information securely	✓	
Theological Education or training to degree level or equivalent		✓

# Applications

Applicants should enclose a completed Candidate Bio Details Form (attached to the advert) alongside an up-to-date CV.

Applications should be forwarded to: [applications@christianjobs.co.uk](mailto:applications@christianjobs.co.uk)

All applicants will receive a response within 2 working days.

Please note that we can only consider applications from candidates who have the legal right to work in the UK.



**Joe Santry** - Christian Jobs, Business Manager

*"The new Learning and Development plans within the Diocese of Liverpool are fresh and innovative. These plans will better equip generations of lay and clergy to come in better serving the church. This role would be brilliant for someone who is passionate about professional development but is also proactive and willing to try new ideas and ways of working."*

To learn more about this role, contact [joe.santry@christianjobs.co.uk](mailto:joe.santry@christianjobs.co.uk)



# Useful Links

<https://liverpoolcofe.org/fitformission/>

<https://liverpoolcofe.org/wp-content/uploads/2024/09/fit-for-mission-at-a-glance.pdf>

<https://liverpoolcofe.org/fitformission/programme-chronology/>

<https://www.youtube.com/watch?v=m3EbTjhGtKk>

<https://youtu.be/6rrixbdU9Es?si=sOBsHF0n88GBZ2bs>