



Post title:	Nourish Manager
Contract:	Permanent (with 3 months' probation)
Hours:	30 hours per week
Salary:	£16.01 per hour (equiv to £30.8k if full time) + 6% pension contribution
Location:	Blandford United Reformed Church (URC)
Line Manager:	FW Senior Programmes Lead

What is this project about?

Faithworks' Blandford base is a community larder and Foodbank called "Nourish" supporting individuals and families in the DT11 postcode area to get out of food insecurity. It offers a safe, welcoming space for both immediate aid and long-term solutions, helping people regain stability and confidence.

Services include:

- A Community Larder providing good quality, nutritious food to families and individuals with very limited disposable income, at a significantly discounted price.
- A Foodbank providing crisis food supplies to those with short term hardship
- Space for conversation to explore needs and existing support.
- On-site access to debt advice, financial resilience teams, and partner agencies (e.g. Faithworks CMA, REACH, Citizens Advice, You Trust).
- Community activities such as community meals, cooking and money courses.

As a Christian initiative, Nourish operates with generosity, integrity, and grace, upholding professionalism, safeguarding, and health & safety standards

Overall Purpose of job:

Ensure Nourish is a safe, collaborative, and inspiring environment aligned with Faithworks' values of being Welcoming, Alongside, Trusted, Empowering, and Resourceful. Ultimate success in this role is 3-fold:

- Making sure every person who walks through the door is valued and supported in the best possible way so that they leave with new hope
- Developing a team of staff, volunteers and partners that all share our values and thus create a place that is safe, welcoming, affirming and hope-filled
- Promoting the larder, foodbank and other support, to be seen as a trusted partner, and a place that people want to support financially, prayerfully and practically

You'll be someone who can relate brilliantly to not only our "guests", but to staff and volunteers and to partners from both churches and statutory organisations. You will also be someone who is "always ready to give a reason for the [Christian] hope that is within them".



Duties and responsibilities

1. Lead and manage the Nourish team, supporting, equipping and enabling them to be the best they can be, including recruiting new team members where need arises and budget allows.
2. Develop a strong team culture through celebration, learning, listening and empowering, reflecting Faithworks' Christian values, sensitive to the needs of the United Reformed Church as our hosts.
3. Ensure that Nourish has sufficient and well-trained volunteers team to help all aspects of the work (supporting the deputy who leads on this); running regular volunteer get-togethers.
4. Oversee the activities, working with team members to deliver practical help, relational support and spiritual hope safely, according to what we have promoted, stepping in to provide cover as required, ensuring briefings are in place etc.
5. Promote, build and maintain "mission partnerships" with local churches, ensuring good regular communications, identifying welcome spaces for guests who want to connect with a local community and explore faith further (esp. in surrounding villages); lead services or prayer meetings as needed.
6. Promote our work and strengthen relationships with Partners, helping them understand our work, ensuring clear referral routes into and out of our services, and where required, developing new routes of help & hope for guests. Special focus on links with Town Council, and Dorset Council Food Network.
7. Ensure the accurate and timely recording of all guest / client contacts on the relevant systems so that all personal files are up to date and accurate.
8. Work with the Senior Programmes Lead to identify our impact and then report on the outcomes from the work, updating key partners (esp. churches), and creatively communicating appropriate stories and insights on the work.
9. Safe working: Ensure that all activities comply with Faithworks policies and training.
10. With the Senior Programmes Lead, develop an annual strategy for this work, and agree the budget and funding plan to deliver this; regularly review finances to ensure sufficient funds; contribute to funding bids and campaigns as requested.
11. Develop future, innovative services in line with the needs of the "guests", available funding and the overall direction of Faithworks; link up with, share and learn from other foodbanks (both FW and Trussell).
12. Work with the FW Comms team to build presence on social media and other comms channels to encourage volunteering, funding and prayer.
13. Encourage, organise and offer prayer for guests where desired; seek ways to offer opportunities for people to explore the Christian faith in association with local church partners.
14. Contribute to the wider Faithworks leadership coalition, sharing good practice, building strong connections between projects and teams etc.

Skills, competences and experience:



We're looking for "character" and "chemistry", as well as competence.

So, we're looking for this range of skills:

1. Managing a project: Able to get things done, keep to a timetable, produce tangible results, keep activities safe and organised. Able to achieve great results, while also being teachable, learning and listening, and building a culture of support;
2. Emotional Intelligence: Discerns how people (church leaders, partners, staff and volunteers) are wired up and finds ways to bring the best out of them; understands how to lift the mood in a meeting and what an individual needs at a given moment – not officious or easily angered;
3. Managing Partnerships: able to build coalitions and find agreed steps forward; able to resolve issues with tact and positivity; keen to learn from others;
4. Influencing and Networking: Inspiring; able to "cast" a vision and help people get on board without taking over; a great communicator verbally and in writing, finding the right way to bring people into the network; can unite people from different churches;
5. Managing Staff: get the best out of a range of skills and temperaments; a coach, supporter and leader; helps people do more than they thought possible;
6. Managing Volunteers: Great with volunteers – able to see the difference with managing staff; able to inspire, coach and encourage;
7. Managing information: Able to create simple ways of demonstrating progress... and communicate it; comfortable with working with financial info;
8. Managing Risk: understands safeguarding and H&S: not afraid to raise and escalate issues if activities are not safely run for all concerned;
9. Prayerful: turns to prayer easily but with "gentleness and respect" to those in the team;
10. Managing self: Able to juggle tasks, but also understands how to maintain a balance in life, respecting own boundaries to avoid burn out;

Essential experience and skills:

- Experience of leading a team to deliver a successful outcome, including clear evidence of prioritising and planning the work that needs to be done;
- Proven background in managing community or charity services, especially those addressing food poverty, debt, housing, or social crisis;
- Sound appreciation of the needs of those in crisis, and some experience of responding to such needs with care and sensitivity;
- Great communication skills both externally in order to inspire and develop partnerships, and internally in order to get the best out of team members;
- Demonstrated ability to build and maintain partnerships with community, church, or statutory organisations;



- Strong volunteer management experience—recruiting, developing, and motivating volunteers;
- ICT and PC skills in relation to MS Office programs;
- Ability to travel;

Desirable experience and skills:

- Experience of monitoring the performance of a piece of work to ensure that it can be seen to be meeting the given objectives;
- Evidence of Health & Safety and/or First Aid training/competence;
- Knowledge of local voluntary and community sector;
- Experience in PR/Comms, fundraising initiatives, or new service development;

Key personal characteristics required: -

- Agreement with the values of Faithworks, [FW Our Values](#);
- Passionate about helping those in need in the community;
- Outgoing personality, a friendly yet efficient style and the ability to establish a rapid rapport with people;
- Able to model a high standard of integrity to volunteers, referrers and clients;
- A self-starter – can take initiative; but also a willingness to learn new skills as systems and needs develop;
- Flexible and always thinking about ways to improve the service;
- Willingness to work flexible hours, including occasional weekends or evenings;

Faithworks is a Christian based charity. As a manager of this important project it is expected that the post holder will share and model our core values. Therefore, an occupational requirement exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010.

Please note that as this role will include working with vulnerable adults, anyone applying for a role which involves a regulated activity and certain controlled activity will require a criminal records check from the Disclosure & Barring Service.