

Partnership Development Manager (PDM) Northern Ireland

Part-time role, 2-3 days dependent on candidate circumstances

Closing date: 17th March 2026
Interviews on 24th March in CAP's Belfast office

Partnership Development Managers (PDM) are motivated and driven to broaden and deepen CAP's relationship with the church to fulfil CAP's Purpose, Vision & Mission.

Purpose Statement

To inspire and equip churches across the UK to help people out of poverty and invite them to become followers of Jesus.

Vision:

- **Transformed lives** - We want to see people across the UK released from poverty, living with faith in Jesus and hope for the future.
- **Thriving churches** - We want to see churches that have become the beating heart of their communities, actively serving them and bringing the hope of Jesus.
- **An end to UK poverty** - We want to see a hope-filled society, free from poverty, with churches united to improve the lives of those facing debt and financial hardship.

Context & Mission

CAP exists because poverty is not peripheral to the mission of the Church.

Across the UK, and throughout Northern Ireland, poverty continues to shape lives, restrict opportunity and diminish hope. It affects families, communities and future generations. At CAP we believe the local church is called to respond to poverty with intentionality and consistency. In fulfilling this calling, CAP works alongside God's ongoing mission to confront poverty, restore dignity and renew communities.

Our mission is to see an end to UK poverty by equipping churches to take their place at the forefront of this response. CAP partners with churches to provide a structured, sustainable and community-rooted approach to addressing poverty including debt, one of its most acute and visible expressions. Through professional services and long-term relational support, we support churches to walk alongside

those experiencing financial hardship and vulnerability in a way that is compassionate and grounded in Christian conviction.

In Northern Ireland, where church engagement is strong, the opportunity for CAP and the wider Church to see lives transformed and communities strengthened is significant. The task is to deepen and embed the Church's mandate to express faith through action, ensuring that responding to poverty is recognised as central to Christian mission. CAP exists to help make that mandate clear, compelling and practical.

Through strong partnerships, we seek to see churches equipped and increasingly confident in addressing poverty as a central expression of their faith and mission, ensuring that no one faces poverty or financial hardship alone.

Purpose of the Role

The partnership development manager (PDM) will play a pivotal role in supporting the National Leader in equipping and mobilising churches across Northern Ireland to engage fully with poverty as an integral expression of Christian mission. This role exists to advance CAP's wider vision of ending UK poverty by ensuring churches understand, embrace and act on their mandate to serve their communities.

The PDM will be responsible for developing strong, sustainable partnerships with churches and denominational networks, translating CAP's model into practical action at a local level. They will work closely with the Head of Movement Development and NI National Leader to shape and communicate the narrative of CAP's work, demonstrating how churches can respond to poverty holistically, with practical support, relational care and faith in action.

Success in this role will be measured by the growth and sustainability of church partnerships, the establishment of new services in communities of need and the extent to which churches are equipped and confident in taking an active role in alleviating poverty and its effects.

Partnership Development - Team Purpose

This role is suited to a strategic, relational and results-driven individual who can:

- Inspire and equip church leaders to take an active, sustained role in addressing poverty and its associated challenges, including debt, unemployment and social vulnerability.
- Translate CAP's mission and approach into practical action, locally embedded opportunities for churches to partner in the fight against poverty.

- Build a robust pipeline of church partnerships and maintain high standards of engagement, ensuring partnerships are credible, sustainable and transformational.
- Support the National Leader in driving a wider cultural and narrative shift across Northern Ireland, promoting the understanding that poverty is a central responsibility of the Church and positioning CAP as a trusted and effective partner in that mission.

We are driven by a passion to see people not only achieve financial freedom and thrive in life, but also become followers of Jesus and find a true sense of belonging within a local church community.

Our Team

We are a compassionate, relational and purpose-driven team, passionate about seeing churches engage with poverty as a meaningful expression of their mission. Our culture is collaborative, strategic and outcomes-focused. We value initiative, creativity and thoughtful problem-solving, and we work together to build strong partnerships that lead to tangible impact in communities.

As part of our team in this role, a high level of tenacity, strategic thinking and goal orientation is essential. The postholder will be expected to inspire others, build meaningful partnerships and drive tangible outcomes, helping churches respond effectively to communities affected by poverty.

This role is part of the Partnership Development Team within the Mission & Movement Directorate. Reporting to the Head of Movement Development and working closely with the Northern Ireland National Leader, you will be responsible for initiating and engaging senior church leaders supporting them to partner with CAP to act on their mandate to serve communities affected by poverty, this will be primarily through our life-changing Debt Centre service. On occasion you may do work with the wider partnership development team across the UK.

Key Responsibilities

As a Partnership Development Manager (PDM), you'll be a key driver of CAP's mission. We're looking for a self-motivated, results-oriented individual with strong, problem solving skills, who can build and nurture relationships across diverse church networks and denominations.

You will be responsible for generating new partnership opportunities, inspiring church leaders alongside wider networks to engage and partner with CAP. This role requires an entrepreneurial self-starter with a proven ability to develop a robust pipeline of opportunities and deliver on growth targets, particularly in relation to

Debt Centre expansion. Your work will be motivated by our desire to help more people out of debt and poverty, supporting them to thrive in life and become followers of Jesus.

Partnership Development Manager Scope

- This role has no direct reports.
- In line with our expenses policy, all expenses (e.g. mileage costs) are claimed retrospectively via our CAP Expenses system.

Role:

Accountabilities:

- **Develop and expand church partnerships across Northern Ireland:** Working closely with the Head of Movement Development and the NI National Leader to identify, prioritise, and cultivate relationships with the goal of growing influence with churches, denominational networks, and Christian organisations, ensuring new partnerships and CAP services are established particularly in communities of need. Strengthen the Church's capacity to respond to poverty as a central expression of faith.
- **Guide churches through the CAP journey:** Manage a pipeline of church contacts, supporting leaders to understand how CAP services can compliment their vision. Where appropriate, guide churches through the full partnership journey, enabling the launch of new Debt Centres and resilience services while ensuring these are embedded effectively.
- **Deliver new services in target communities:** Support the establishment of Debt Centre Partnerships and resilience-focused programs including Job Clubs, Life Skills, and Money Coaching across Northern Ireland. Support and where applicable achieve outcomes outlined in the regional development plans for NI, including areas of deprivation and priority communities.
- **Host and coordinate engagement events:** Collaborate with the National Leader to identify locations and organise CAP Spotlight Events, bringing church leaders together to explore opportunities for multi-church service provision such as Debt Centres and inspire collective action against poverty.
- **Build and manage a self-generated portfolio:** Proactively generate, manage, and progress a caseload of potential church partners through outreach, meetings, and networking. Travel across Northern Ireland regularly to strengthen relationships and generate new opportunities.

- **Represent CAP and grow influence:** Attend and represent CAP at church events, talks, conferences, festivals, and other gatherings to raise awareness, influence, and engagement. Support exhibition stands and presentations when required to generate enquiries and foster new partnerships.
- **Support church growth and sustainability:** Work alongside National Leaders and Area Partnership Managers to deepen local knowledge, strengthen connections, and identify new partnership opportunities. Refer potential Debt Coaches or interested churches to relevant managers to ensure ongoing centre growth and sustainability.
- **Recruitment and development support:** Work with church teams to identify suitable candidates for CAP roles, ensuring they fully understand responsibilities. Provide timely and accurate information to CAP's selection team to support recruitment and successful placement.
- **Advocate for church engagement:** Champion churches in your region, facilitating introductions for talks, Church Community Transformation (CCT), and fundraising initiatives. Equip churches to take a confident and active role in addressing poverty in their communities.
- **Collaborate across CAP departments:** Support cross-departmental initiatives and engage with events, talks, and meetings across Northern Ireland. Ensure CAP's services are delivered in a coordinated and impactful way, increasing engagement and effectiveness in local communities.
- **Contribute to CAP's broader mission and initiatives:** Where appropriate, participate in projects that improve CAP's products and services, ensuring all work aligns with CAP's vision of confronting poverty, restoring dignity, and renewing communities.

Measurable Outputs:

- **Church Partnerships:** Achieve targets for new church partnerships, established across Northern Ireland.
- **Service Expansion:** Achieve targets around the number of new to CAP, Job Clubs, Life Skills and Money Coaching openings in Northern Ireland.
- **Strategic Relationship Management:** Maintain an active pipeline of self-generated warm leads and progress them to active partnerships.
- **Church Engagement:** Demonstrate increased confidence and capacity of partner churches to address poverty as an integral expression of their faith and mission.
- **Event Delivery:** Plan and deliver a set number of regional spotlight or engagement events per term to mobilise church leaders.
- **Compliance & Governance:** Ensure all new partnership agreements, candidate information and service documentation are completed accurately and submitted on time (prior to any new service training).

- **Team Contribution:** Support the wider PDM team with logistics, processes and small projects as required.

Culture:

- Clearly live out and embrace the cultural values of CAP.
- Clearly demonstrate a heart and passion for the charity.
- Sincere acceptance, understanding and practice of the Christian ethos and purpose of the Charity.

Other Responsibilities Include:

- Being willing to pray with staff and be fully engaged with our Christ Centred culture.
- To encourage friends, family and other contacts to support the charity through the Life Changer program, and other fundraising initiatives.
- Attendance at annual CAP staff conferences

The above job profile is a guide to the work you may be required to undertake but does not form part of your contract of employment and may change from time to time to reflect changing circumstances.

Person:

Experience:

Essential:

- Demonstrate substantial experience and a strong passion for working alongside/ partnering with the local church.
- Demonstrable example & experience of what it takes to grow a business / portfolio / partnership / and or client base.
- Demonstrable examples & experience of what it takes to drive success in a commercial context.
- Demonstrable experience of what it takes to be a self starter
- Experience of managing multiple stakeholders.
- Experience in driving and delivering results.
- Experience of building networks and relationships with external organisations.
- You know what it takes and what's required to work to deadlines and targets.
- Administrative experience.
- Good I.T. skills
- Comfortable praying for and with Church leaders

Key Skills & Attributes:

- Proactive and self-motivated
- Relationship builder and influencer
- Mission-driven communicator
- Effective process manager
- Emotionally intelligent
- Negotiation and influencing skills
- Organised and resilient
- Matrix working and accountability
- Independent and accountability
- Professional ambassador

Christian Commitment:

- The candidate must be able to give both verbal assent to and practical demonstration of Christians Against Poverty's Statement of Faith and Core Values
- Must be able to actively participate in prayer and worship, whether individual, small group or corporately, as an expression of own personal faith and in line with CAP's Statement of Faith.

All adults working in, or on behalf of the CAP have a responsibility to safeguard and promote the welfare of children and adults. This includes: A responsibility to ensure a safe environment in which CAP Services can be delivered. Identify children and adults where there may be safeguarding concerns and to follow the CAP Safeguarding Policy in addressing any concerns appropriately.

CAP celebrates the value of diversity and our aim is for our workforce to be as inclusive as possible as well as representing the communities we serve. With this in mind, we welcome and encourage job applications from people of all backgrounds. We particularly welcome applications from candidates from black and ethnic minority backgrounds. We are committed to continue building an environment that embraces diversity and includes all.

February 2026