

## ROLE DESCRIPTOR

PART 1

JOB TITLE: Pioneer Practitioner Enabler Team Leader (0.3 FTE)	
REPORTS TO: Director of Missional Revitalisation	
DEPARTMENT : God for All Team	
PURPOSE OF ROLE : To oversee the SDF funded Pioneer Practitioner Enablers and to support existing pioneers to grow in their ability to replicate and enable other pioneer development across the county.	
<p>KEY ACCOUNTABILITIES :</p> <ul style="list-style-type: none"> <li>• To supervise the SDF funded Pioneer Practitioner Enablers (PPEs).</li> <li>• To support the development of the PPEs and Curators to help the church reach deeper into the community by increasing their appetite, understanding and effectiveness in Christian mission.</li> <li>• To work collaboratively with the Northern Pioneer Centre, in the development of the PPE role and new pioneers, and subsequently to support the growth of Fresh Expressions and new disciples in existing congregations across the county.</li> <li>• To identify and support existing pioneers in Cumbria, including the development of the Cmpfire pioneer network.</li> <li>• To work collaboratively with the other members of the God for All Team to implement the Diocesan Strategy.</li> <li>• To liaise with the God for All Strategic Development Officers and Mission Community leaders over support for the growth of pioneering work in Cumbria.</li> <li>• To collaborate with the God for All Programme Management Office on reporting and monitoring requirements for activities undertaken by PPEs.</li> <li>• To undertake other duties as required.</li> </ul>	
<p>FINANCIAL IMPACT ( How much and for what )</p> <p>DIRECT : The post holder will be able to claim work related expenses of up to £8000 a year and will have access to a budget for start-up costs and capital items.</p> <p>INDIRECT : None</p>	<p>NETWORK ( Key people with whom the role liaises and for what purpose )</p> <p>INTERNAL : God for All Team colleagues, other Diocesan colleagues, OpShops, The Archdeacons who are also Strategic Development Officers within God for All, local Clergy and leaders in PPE areas.</p> <p>EXTERNAL : Colleagues doing similar work in other (northern) dioceses; senior leadership</p>
<p>Authorised by Line Manager: _____ Date: _____</p>	
<p>This Role Descriptor and associated statements has been fully explained to me. I understand and accept its content and my responsibilities.</p>	
<p>Signature of post holder: _____ Date: _____</p>	

## PERSON SPECIFICATION

## PART 2

ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>Technical Skills &amp; Qualifications</b>	
Good competency in Microsoft Office	
<b>Knowledge and Experience</b>	
<p>Experience of supervising and managing dispersed teams</p> <p>Experience of innovative mission and growing new Christian communities</p> <p>Effective communicator at all levels</p> <p>Ability to prioritise competing demand and deliver to a high standard consistently</p>	<p>Educated to degree level or equivalent experience</p> <p>Experience of working on grant funded projects</p>
<b>Personal Qualities</b>	
<p>A committed Christian with a personal and active relationship with Jesus Christ</p> <p>A mature faith able to engage with the breadth of the church in Cumbria</p> <p>A strong sense of self awareness</p> <p>Someone who is able to work under light touch supervision but not afraid to seek guidance when needed</p>	

<b>BEHAVIOURAL COMPETENCE</b>	
<b>People management</b> <ul style="list-style-type: none"> <li>▪ develops, nurtures and encourages others</li> <li>▪ encourages and enables change</li> </ul>	
<b>Personal Effectiveness</b> <ul style="list-style-type: none"> <li>▪ meets deadlines and targets in spite of obstacles</li> <li>▪ a hard worker, able and ready to tackle a diverse workload with energy and stamina</li> <li>▪ works with others to achieve outcomes</li> </ul>	
<b>Personal style</b> <ul style="list-style-type: none"> <li>▪ professional, approachable, trustworthy</li> <li>▪ inspires confidence</li> </ul>	
<b>Methods of working</b> <ul style="list-style-type: none"> <li>▪ organised</li> <li>▪ focuses on outcomes not process</li> <li>▪ self-starter</li> <li>▪ happy to do significant hands-on work <u>and</u> direct and manage a small team</li> </ul>	
<b>Team skills</b> <ul style="list-style-type: none"> <li>▪ team player, works well with range of colleagues and partners</li> </ul>	
<b>Communication</b> <ul style="list-style-type: none"> <li>▪ influencing skills</li> <li>▪ communicates credibly, effectively and sensitively with a range of audiences</li> </ul>	
<b>Leadership</b> <ul style="list-style-type: none"> <li>▪ contributes to shared leadership of diocesan office staff</li> <li>▪ creative and supportive leadership style</li> </ul>	

Benefits	
<b>Salary</b>	Approx. £40,462.00 pa (pro rata for part time employees)
<b>Pension</b>	a non-contributory, defined contributions scheme (employer's contribution is 15% of salary)
<b>Car</b>	mileage paid at 45ppm
<b>Office provision</b>	office space in Church House, Penrith
<b>Mobile phone</b>	smartphone with remote access to email
<b>Working expenses</b>	Funded as appropriate
<b>Other benefits</b>	<ul style="list-style-type: none"> <li>▪ 34 days annual leave including public holidays (pro rata) <ul style="list-style-type: none"> <li>▪ 35 hrs a week flexi-time system in operation</li> </ul> </li> <li>▪ time off in lieu of hours worked at evenings and weekends</li> </ul>
	This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act 2010.