



Job Description

Job title:	Director, Safeguarding and Strategy
Salary:	£9,333.33 Fixed Term Contract, 1 Year with scope to extend (£50,000 FTE)
Hours:	Part-time, 7 hours per week
Location:	Home-based
Managed by:	Chief Executive Officer
Responsible for:	None

Purpose of the post

This new role has been developed to ensure the delivery of our 2023-2026 strategy in collaboration with the Chief Executive Officer. Specifically, the Director, Safeguarding and Strategy will focus on three key areas of this strategy:

1. The co-design, piloting, and implementing of the innovative national leadership programme for faith leaders, focussing on the development of training in leadership impact, compassion, and attentiveness to harm.
2. The continued development of our national response to the loss of life experienced by LGBT+ people of faith through national memorial services and other landmark events,
3. A cohesive and attainable safeguarding approach for traditions, denominations, sector leaders, and politicians in the UK to adopt to ensure the safety and wellbeing of LGBT+ people in faith environments and communities.

Working with the Chief Executive Officer and the Head of Operations, the Director, Safeguarding and Strategy will be a key contributor to the effectiveness of our strategy.

Principal responsibilities

- Leadership programme:
 - Year 1:
 - To co-design the content of faith sector leadership training, utilising the latest leadership research and academic writing, in partnership with two pilot groups;
 - Pilot the leadership training with co-design partners; and
 - Evaluate the impact of the training on faith leadership behaviours and subsequently adjust and refine the programme,



- Year 2 (subject to further funding):
 - Disseminate the impact in partnership with pilot leaders and prepare the roll out of the training across the UK and engage in international dialogue about the applicability of the training internationally.
- Year 3 (subject to further funding):
 - Share the impact of the training programme with HE institutions that are training and accrediting vocational ministers, to license and embed the training in vocational training and accreditation.
- National response to the loss of life experience by LGBT+ people of faith:
 - The co-design and implementation of national memorial services, alongside the Chief Executive Officer and Head of Operations, in Wales, Scotland, and Northern Ireland;
 - Engaging with denominational and ecumenical partners to discern the continued appropriate response to the curation of memorial events, including regional in the UK and international; and
 - Collaborating with denominational and ecumenical partners to consider the effectiveness of other potential landmark national events to raise awareness and advocate for change for LGBT+ Christians and people of faith.
- The co-design of a cohesive and attainable safeguarding approach for traditions, denominations, sector leaders, and politicians in the UK to adopt to ensure the safety and wellbeing of LGBT+ people in faith environments and communities.
 - With the Chief Executive Officer, strengthen relationships with the major political parties in the UK to impact policy and advocate for change for LGBT+ Christians and people of faith, with specific thought to how we as an organisation build on the attempts to Ban Conversion Therapy, and how we can contribute to the proposed plans for a Faith Commissioner emanating from Westminster,
 - Speaking truth to power to the leaders of traditions and denominations in the UK on the safeguarding of LGBT+ people in their faith communities, encouraging and nurturing genuine dialogue, and seeking to support developments that protect LGBT+ people from harm.

Other responsibilities

- Speaking engagements at sector events and churches, in the UK and internationally;
- Whilst not essential, an openness to preaching engagements to regular worshipping congregations;
- Working with the Member Care and Chaplain to Rhythm to develop new joyful initiatives for LGBT+ Christians;
- Writing and publishing thought leadership on issues of safeguarding LGBT+ people, both for our own communications but also seeking external publication.



- Representing OneBodyOneFaith at relevant conferences, denominational and other events;
- Working with the Chief Executive Officer and Standing Committee to raise our profile amongst corporate sponsors;
- Working with the Head of Operations, the Chief Executive Officer, and the Board in the submission of bids for grant funding; and
- Being present and involved with membership events and programmes where possible.

Skills

We are looking for someone who is motivated and a self-starter, a team-player, and a visionary to bring about effective change for LGBT+ people of faith.

You ought to be able to demonstrate compassion, sensitivity, and an understanding of the complex needs that LGBT+ Christians experience in the church and beyond, and how to respond to them, delicately balancing care and safeguarding requirements.

It is essential that you be an experienced safeguarding leader, with demonstrable expertise at a national level. You should be able to showcase where you have implemented meaningful change to policy and practice in a variety of contexts - that would ideally include the religious sector.

The candidate ought to be a confident public speaker, able to produce engaging material for publication, and should not shy away from speaking publicly on matters that are sensitive and often subject to criticism.

The right individual for this role needs to demonstrate emotional maturity, and an ability to persevere even when the pace is often slow and dictated by external factors.

An understanding of church traditions and denominations in the UK is required, particularly the status quo how the major bodies currently approach safeguarding, specifically for LGBT+ people.

Experience in submitting bids for grant funding, networking for sponsorship would be beneficial. An approachable, confident, and informed manner are needed to navigate the complexities of this sector.

Equal Opportunities

The post holder will be required to use their initiative in implementing OneBodyOneFaith's commitment to equality and diversity in their own area of work, and the work of any volunteers they may supervise from time to time.



Safety

The post holder is covered by all relevant provisions of the Health and Safety at Work Act, and regulations which are made under it.

Safeguarding

Recruitment to this post will be made in line with OneBodyOneFaith's Safeguarding: Safer Recruitment and Re-recruitment of those with experience of Offending Policy.

Flexibility

This job description contains only the principal responsibilities relating to this post and does not describe in detail all the duties required to carry them out.

This role is suitable for someone who values a flexible approach to their working week and does not require set hours according to a regular working day.

Personal development

All employees should demonstrate a personal commitment to, and a shared responsibility for, their own development and training needs.

Information

All employees are expected to report, record, and transmit information in a confidential and safe manner, in accordance with the Data Protection Act, using information technology as appropriate.