



JOB PACK

SOCIAL TRANSFORMATION LEAD



## About St Luke's

St Luke's is an Anglican parish church in the Bank Top area of Blackburn. The church has been revitalized as part of a church plant in 2021 and is rapidly growing into a thriving youth resource church.

Our vision is for St Luke's to be: -

- A **thriving multi-generational church**, empowering people of all ages to reach and disciple emerging generations from amongst those who have little or no existing contact with the Christian faith.
- An **equipping Church** providing new vision and resources for churches across Blackburn Diocese to reach and disciple young people.
- A **multipling church** with an established network of church planters across east Lancashire.

Jason and Rachel Gardner were invited by the Diocese of Blackburn to plant St Luke's with a focus on reaching young people with the good news of Jesus. The church was supported by the Church of England's Strategic Development Fund (SDF) as part of the 'Lighting Up New Generations' project. This project has ambitious goals to grow, plant more churches and support the Diocese vision of developing 'Healthy Churches, Transforming Communities' across Lancashire.

St Luke's church building has undergone significant renovation and a new church hall has been built to support the ambitious work that is planned. Working closely with the wider Diocese of Blackburn and the local schools we aim to bring a new chapter to St Luke's and the local community.

Blackburn is a town with a population of around 156,000. It is known for its history of entrepreneurs and experienced rapid growth during the 19th century cotton industry however, in recent years the level of deprivation has increased. Our aim is to rekindle the flames of the historic entrepreneurism, reaching out to young people of all backgrounds in a challenging urban area and grow the level of ambition for Blackburn. The surrounding area of Lancashire is a wonderful place to live and work, it offers an amazing contrast of remote countryside with brightly lit coastal towns and elegant university cities.

St Luke's is an enthusiastic, fast paced, professional, and fun working environment where we seek to encourage and offer compassion in everything we do. There is huge variety in the activities we undertake and we look to be innovative and creative in our mission approach. We are looking for ambitious, faith-filled, enthusiastic individuals to join us on our journey and be part of St Luke's staff team.

**Is God calling you to join us on our journey to transform lives in Blackburn?**

# Social Transformation Lead – Job Description

## Role purpose

The Social Transformation Lead will implement a strategy to create a social transformation hub enabling St Luke's to have a lasting impact on the lives of people in Blackburn. The role will work with other local agencies and charities in leading programmes to support local people with debt management, life skills, warm spaces, holiday hunger and relief of poverty.

## Role profile

**Job title:** Social Transformation Lead (fixed term contract for one year with the potential for extension as further funding is secured)

**Reports to:** St Luke's Leadership Team

**Location:** St Luke's Church, Bank Top, Blackburn, BB2 1TA

**DBS:** An Enhanced DBS check is required for this role

**Diversity:** St Luke's believes that diversity enables us to thrive and develop and is committed to race equality, welcoming applications from UK Minority Ethnic backgrounds.

**Special conditions of employment:** There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010.

**Salary:** £26,000 per annum

**Working days/hours:** 40 hours per week (hours worked are to be agreed with the church leader but will include some weekend/evening work, flexibility will be required).

**Annual leave:** 25 days per annum plus bank holidays (pro-rata), leave should be agreed in advance with the church leader.

**Probation period:** The role will be subject to completion of a satisfactory 6-month probationary period, with the first review at 3-months.

**Safeguarding:** St Luke's church is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All post holders and volunteers are expected to share this commitment and undertake the Diocesan Safeguarding training course.

**Pension:** A pension scheme will be available.

**Pre-employment checks:** Appointment to the role will be subject to receipt of two satisfactory references, eligibility to work in the UK and completion of an occupational health check/survey.

## Key responsibilities

### General:

1. Actively engage in the prayer life and ministry of St Luke's Church especially in relation to working with vulnerable people.

2. Adhere to the administrative requirements of the team e.g keeping records for monitoring key programme metrics, managing budget requirements, ensuring safeguarding of young people and vulnerable adults, and operating within HR processes.

#### **Social Transformation Ministry:**

1. Lead St Luke's social transformation programmes, actively engaging with those participating and ensuring the activities meet the needs of the local community.
2. Recruit and manage social transformation volunteer teams and supply them with resources to enable them to carry out their responsibilities.
3. Provide crisis management to those in need, reach out to individuals in need of support and assist them in accessing programmes to address the root cause of their crisis.
4. Develop partnerships with local charity groups to enable joint work and support to vulnerable people. Identify funding needs and proactively seek grants to enable the work.
5. Collaborate with other members of the St Luke's staff team as well as the Parochial Church Council (PCC) to maximise the opportunity for ministry and raise awareness of issues and social injustice.
6. Design and develop programmes/initiatives that fit with the St Luke's social transformation vision and strategy.
7. Complete data collection and evaluation to develop reports for the leadership team and track impact management of St Luke's social transformation programmes.
8. Ensure "good-news" stories are communicated both locally and across the wider diocese to share lessons learnt and promote social transformation action.

## **Person specification**

Criteria	Essential/Desirable	How this will be assessed
<b>Training and qualifications</b>		
Educated to degree level or equivalent work experience	Essential	Application
Experience of social transformation ministry	Essential	Application
<b>Skills and competencies</b>		
Understanding of why individuals may not access social transformation programmes	Essential	Application and interview
Ability to use Microsoft Office applications including word, excel, outlook and powerpoint and produce reports	Essential	Application
Ability to develop strategies and programmes, working collaboratively with other organisations to strategically overcome social need	Essential	Interview

Criteria	Essential/Desirable	How this will be assessed
Able to build rapport with those accessing the social transformation services and an understanding of the issues they face	Essential	Interview
Ability to maintain confidentiality and sensitivity of personal information including knowledge of DBS and vulnerable adults protection requirements	Essential	Application and interview
Ability to manage budgets within constraints and ensure budget systems are maintained	Desirable	Application and interview
Experience of fundraising to gain support for social transformation activities	Desirable	Application and interview
Experience of adding value and delivering impact within communities	Desirable	Application and interview
<b>Personal attributes</b>		
Self-starter with emotional resilience, recognising that the role may involve exposure to stressful situations	Essential	Application and interview
Ability to lead and motivate others, including volunteer teams, and comfortable working with a wide-range of people	Essential	Application and interview
Hardworking and self-motivated with an ability to use initiative to make things happen	Essential	Application and interview
Ability to work sensitively with people from all backgrounds, cultures and faiths in offering equal opportunities to all	Essential	Application and interview
An active Christian faith	Essential	Application and interview

## How to apply

**Thank you** so much for taking the time to read about our vacancy. The team at St Luke's really hope you are now planning to apply to join them.

To apply for this role, please **complete our application form** and send this, with a **covering letter explaining why you have applied and what skills and experience you will bring** to the role to Alan Gault (alan@welcometostlukes.org).

The deadline for applications is 5<sup>th</sup> November 2023 with interviews planned for 13<sup>th</sup> November 2023.

If you would like an informal conversation about this role or the work at St Luke's, please contact Alan on 07850 689 946 or alan@welcometostlukes.org.