



Sandwell Churches' Link (SCL) are seeking a visionary and inspiring leader to guide our organisation into the future.

Vision: *To make the borough of Sandwell a place where prosperity, opportunity and resources are shared and made accessible to all.*

Mission: *To build relationships between churches and communities to tackle poverty in all its forms, through better collaboration and understanding.*

Strategy:

- *Embracing new opportunities for collaboration*
- *Expanding our impact in Sandwell*
- *Extending the reach and influence of the charity to surrounding areas*
- *Influencing regional and national forums*

Aims:

- *Play a key strategic role in reducing poverty in all its forms in Sandwell, including homelessness, food poverty, financial exclusion, and loneliness.*
- *Help local churches rooted in neighbourhoods to connect with the wider community including other faiths, businesses, voluntary and community groups and public sector organisations*
- *Help local churches to connect with each other in collaborative learning, shared resources and combined social action*
- *Support churches by offering training, to enable them to use an asset-based approach to working with their local communities.*

Job Description - CEO of Sandwell Churches Link

Context and direction of the role

- This is a strategic role, and the CEO will be expected to direct and facilitate the strategy agreed by trustees.



- S/he will be expected to contribute towards the development of the strategy.
- S/he will provide an interface between trustees and the churches/ church networks
- S/he will line-manage the Sandwell Clothing Bank, Comms, and the CAP Sandwell Debt Advice teams
- The post is a cross-borough role and since the borough has six main towns and a large number of distinct communities and neighbourhoods, the CEO will need to ensure that SCL is available across the borough.

The CEO will:

- contribute towards the strategy of SCL, support trustees in development of the strategy and have responsibility for the interface between trustees, churches and church networks.
- create and support action with churches & church networks, bringing organisations together around programmes of action, campaigns, collaboration and prayer.
- adopt a programme of thematic working, which will be steered by member events, trustees and advisors, but adaptable to events in the local communities of Sandwell.
- drive a programme of antipoverty priorities including financial inclusion, housing & homelessness, isolation & loneliness, and food poverty.
- be expected to network with other staff working in Church networks in Sandwell on a regular basis.
- need to balance time to ensure that whilst there is good networking, there is a focus on supporting actions by local churches.
- work with trustees to ensure that there is good volunteer support to SCL.
- ensure that in addition to the annual conference, SCL runs other events, to support and promote anti-poverty action by local churches and church networks. This could range from follow up events from the conference to events linked into national networks such as Church Action on Poverty or Regional/ local networks.
- promote campaigns to support church, faith network and SCL anti-poverty activities.
- develop a strong working relationship with the charity's treasurer.
- be responsible to trustees, with direct line management from the chair.

Personal Specification

EDUCATION/QUALIFICATIONS

- Degree or equivalent qualification

EXPERIENCE/KNOWLEDGE

Experience of:

- Senior leadership (minimum 2 years)
- Church or parachurch-based ministry
- Community development



- Developing fundraising strategies and building contact/donor networks
- Scaling an organisation and leading through transformational change
- Balancing the need for strategic thinking and operational execution in a small to medium sized organisation
- Building unity among churches
- Building collaborative relationships between churches and other faith and community groups
- Working between trustees, staff and volunteers
- Producing management reports
- Managing stakeholders
- Knowledge of the local area.

SKILLS/ABILITIES

Leadership: The CEO will need to inspire and motivate staff and volunteers. The CEO needs personal drive and energy to achieve this

Agility: The local church and community landscape is constantly changing, and Sandwell Churches Link always needs to be ready to adapt accordingly. The CEO needs to keep abreast of changing external circumstances and aware of new opportunities arising.

Influence: The CEO is the public and private face of their organisation and need to be able to effectively promote its aims

Interpersonal: The CEO needs to build relationships with a variety of people, including church leaders, staff, beneficiaries, donors and partner organisations

Financial: The CEO will need to set and operate a budget and develop income generating activities to provide a surplus for the organisation

Servant Leadership: The CEO must be willing to serve and support the rest of the team and fill in for other team members where necessary



Problem solver: Creativity in developing resources and new ways of working to solve problems faced by staff and partner churches/ organisations

Grit and Determination: A determined attitude to persevere and keep going, particularly in the face of challenges and when resources ebb and flow

Faith: Trust in God's provision and the belief that helping the poor is central to the mission of the church.

Strive for Excellence: ensuring that SCL continues to grow in developing its values and working with excellence in all we do

TERMS AND CONDITIONS

This post is working 22.5 hours (negotiable)
The salary is £34,000 pa (pro-rata of 37.5 hours)

The post holder will be employed by Sandwell Churches Link. The post-holder will be able to join the Church of England Birmingham Diocesan salary scheme, details of which are available.
Some weekend and evening working will be required (out-of-hours worked will be taken as Time Off in Lieu- TOIL)

In accordance with Schedule 9 of the Equality Act 2010, there is a Genuine Occupational Requirement for the CEO to be a committed Christian, as s/he will be expected to lead staff in prayers and worship at work as well as participate in Christian Church services as part of the role.

Due to the nature of the role it is essential that the post holder is in compliance with the Charity Commission, and as such any person who falls under the category of being disqualified for any of the following reasons would not be eligible to reply; an undischarged bankrupt, or subject to any of the following: an undischarged sequestration Order, a bankruptcy restrictions order, an interim order, a moratorium period under a debt relief Order under Part 7A of the Insolvency Act 1986, a debt relief restrictions Order or an interim Order under Schedule 4ZB to the Insolvency Act 1986.

The CEO will be based at SCL's Operations Office, in Sandwell.