



# HEAD OF CHURCH ENGAGEMENT

APPLICANT INFORMATION PACK





## WELCOME FROM EMMA REVIE, CHIEF EXECUTIVE

The work of our foodbank network is inspiring but we face significant challenges ahead. Between 1<sup>st</sup> April 2017 and 31<sup>st</sup> March 2018, The Trussell Trust's Foodbank Network distributed 1,332,952 three day emergency food supplies to people in crisis, a 13% increase on the previous year. 484,026 of these went to children.

I want to see the end of the need for emergency food services in our country, to work with Government to ensure that our benefits system provides a genuine safety net for people and work is paid a fair wage, allowing individuals and families to thrive rather than just stave off crisis.

Although the recent Budget marked a positive step forward, there is still much more to be done and we will continue to work through the foodbank network to bring further change.

Working for The Trussell Trust means making a difference in people's lives. To continue our vital work, we rely on a team of dedicated people. Come and join one of the fastest growing charities in the UK!

**Emma Revie**  
Chief Executive



# INTRODUCTION TO THE TRUSSELL TRUST

The most recent measures show more than 14 million people\* in the UK are currently living in poverty, with individuals going hungry every day for a range of reasons, from benefit delays to receiving an unexpected bill on a low income.

The Trussell Trust's mission is to bring communities together to end hunger and poverty in the UK by providing compassionate, practical help whilst challenging injustice.

The Trussell Trust supports a network of over 400 foodbanks run by local community groups and charities across the UK, giving emergency food and support to people in crisis across the UK, where fourteen million people live below the poverty line. In the last year we gave 1,332,952 three day emergency food supplies to people in crisis.

We've been supporting our Foodbank Network to develop into community hubs, providing people in need with emergency food and a range of support in one location and helping to break the cycle of poverty.

\*14.2 million people in the UK population are in poverty. The Social Metrics Commission, 2018

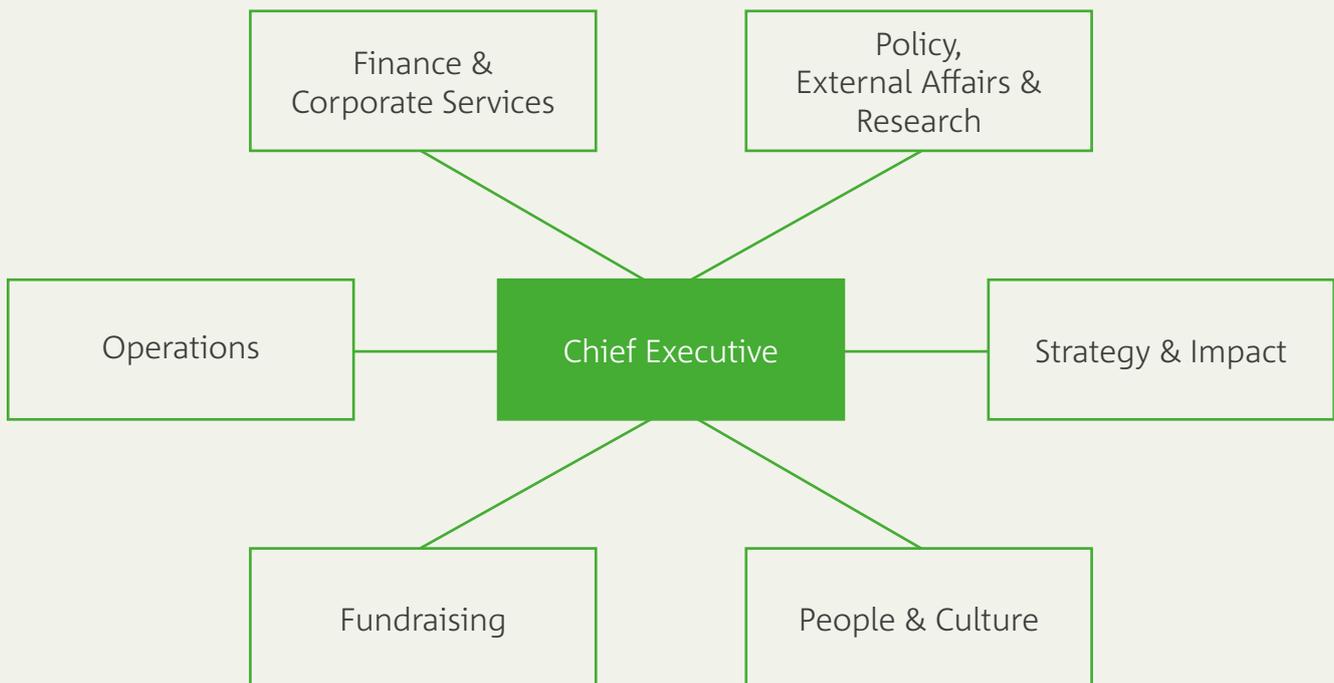




## HOW WE WORK

Our head office is based in Salisbury, Wiltshire, with satellite offices in London and Coventry and team members based across the UK.

Our support for over 420 foodbanks across our network is delivered through six directorates reporting into our Chief Executive;





## VISION, MISSION AND VALUES

### OUR VISION:

To end hunger and poverty in the UK.

### OUR MISSION:

Bringing communities together to end hunger and poverty in the UK by providing compassionate, practical help with dignity whilst challenging injustice.

### OUR VALUES:

The Trussell Trust is committed to **community** built on **diversity, tolerance, cooperation,** and **mutual respect**; we want to contribute to society and demonstrate social responsibility. Our values are important to us, and we aim to live them out in all areas of our work.

We are **passionate** about what we do and the difference it makes in the lives of others

We are **compassionate**; we give selflessly and put others before ourselves

We hold ourselves **accountable**: we acknowledge and assume responsibility for actions, decisions, and consequences – as individuals and as an organisation.

We are **innovative**, with the ambition to pursue new and creative ideas that have the potential to change lives for the better.

We **empower** and **encourage** staff, volunteers and clients to take the initiative and achieve their best, in a safe environment where mistakes are viewed as learning opportunities.



## THE ROLE

**Directorate:** Strategy and Impact

**Responsible to:** Director of Strategy & Impact

**Responsible for:** No direct reports

**Hours:** Full-time (37.5 hours per week)

**Based:** London or Salisbury (with some flexibility to work from home)

## ROLE OUTLINE

The Head of Church Engagement is responsible for strengthening and shaping the relationship between the Trussell Trust and the Christian community. The role supports the Director of Strategy & Impact in providing cross-organisational strategic insight, operational guidance and sophisticated understanding related to the Christian community, as well as acting as an advocate for the Trussell Trust amongst church networks and denominations in service of our organisational vision to end hunger and poverty in the UK.

## RESPONSIBILITIES

- In collaboration with the Director of Strategy & Impact, design and implement a church engagement strategy that supports and advances the Trussell Trust's overall 5 year organisational strategy.
- Lead the rollout of a theological reflection process which enriches, informs and challenges the work of the Trussell Trust, the wider network of Trussell Trust food banks and the broader Christian community.
- Act as an ambassador for the Trussell Trust in the broader Christian landscape, ensuring increased visibility, familiarity and support for the cause of eliminating hunger and poverty, building strong relationships at a national and regional level amongst diverse church traditions and networks.
- Responding to insight, lead the development and successful delivery of a range of initiatives designed to support engagement with key Christian audiences, including resource development, presence at festivals and gatherings, and partnership programmes.
- Working alongside colleagues in the Policy, External Affairs and Research team, identify and agree where advocacy and campaigning goals and activity can be aligned with potential partners in the Christian and wider faith-based sector.
- Working alongside colleagues in the Fundraising and Communications teams, support the development of a cross-cutting strategy to increase support for organisational goals amongst the wider Christian audience.
- Act as a general advisor to individuals and teams across the Trussell Trust on issues of content, language, form and relevance with regard to Christian audiences.
- Promote collaborative working across the team and with other teams across the Trussell Trust.

Any other reasonable duties as specified by the line manager to support the work of the Trust.



## THE PERSON

Requirement	Measures of success (Key Performance Indicators)
<p>Experience of successfully developing and delivering initiatives designed for a Christian / church context</p> <p>Experience of working across a range of Christian networks and denominations at a national level</p> <p>Experience of shaping engagement strategies, including fundraising and developing partnerships</p>	<p>Evidence of having delivered demonstrable outcomes within a Christian / church setting</p> <p>Demonstrates knowledge of distinct national denominational / network characteristics, operations and trends</p> <p>Evidence of having designed support / engagement initiatives which have leveraged positive change</p> <p>Demonstrates competent understanding of the distinct language(s) and behaviour(s) of Christians</p> <p>Length of service in similar role</p>
<p>Ability to manage multiple projects, identifying conflicting demands and establishing clear priorities in order to meet agreed objectives</p> <p>Experience of promoting culture change across teams; driving collaborative projects; and overseeing new processes &amp; systems</p> <p>Excellent decision-making ability</p>	<p>Has a clear idea of priorities and manages own time appropriately</p> <p>Delivers key outputs and responds to requests in a timely fashion</p> <p>Evidence of having successfully contributed to the development of the broader organisational development agenda</p> <p>Evidence of targets met</p>
<p>Ability to represent the organisation in the wider food bank network, and externally, amongst Christians and amongst people from all faiths and none</p> <p>An outstanding communicator, verbally and in writing. Is diplomatic and has the interpersonal skills needed in the role</p> <p>A strong ability to build and sustain trusting relationships with others, working as part of a team</p>	<p>Shows strong interpersonal skills, is communicative and approachable, written communication is succinct and convincing</p> <p>Demonstrate emotional intelligence required in the role</p> <p>Evidence of having built a strong network of relationships and increasing mutual links between diverse stakeholders</p>



# THE PERSON

Requirement	Measures of success (Key Performance Indicators)
A strong sense of responsibility and ability to problem solve; with a self-motivated and solutions-focused outlook	Demonstrable experience of having initiated and grown activity
<p>Ability to articulate a range of potential Christian viewpoints in theological, operational and strategic discussions, and able to identify any areas of relational or reputational risk arising from decisions</p> <p>Ability to express religious issues in accessible and open language, and to help improve faith literacy amongst people unfamiliar with religious concepts</p>	<p>Evidence of ability to understand and articulate distinct Christian theological emphases, particularly with regard to social justice</p> <p>Demonstrable ability to relate Christian thought to everyday organisational decision-making</p> <p>Demonstrable ability to communicate technical Christian language accessibly, accurately and without presumption</p> <p>Degree in Theology or Religious Studies (desirable)</p>
<p>Is able to work through challenges in positive and effective ways</p> <p>Passionate about the work of the Trussell Trust and is sympathetic to its values and ethos</p>	<p>Demonstrates resilience, resourcefulness, flexibility and perseverance</p> <p>Demonstrates personal integrity and commitment to the values of the Trust</p> <p>Demonstrates empathy for people from disadvantaged, marginalised or socially-excluded backgrounds</p> <p>Able to represent the Trust and its values effectively</p>
Commitment to need to work outside of normal working hours and travel throughout the UK	Willing to be available for work related travel



# BENEFITS OF WORKING WITH US

£43,000 - £48,000 PER ANNUM PLUS BENEFITS

People are the most important thing The Trussell Trust has – without our people we could not achieve any of our goals.

Our people are passionate about our cause and the difference it makes in the lives of others. The benefits package we offer employees to support them in delivering their crucial role includes the following:

## **Personal development programme**

Continuous Personal Development is actively encouraged and training opportunities explored

## **Pension**

Matched contributions up to 8%

## **Health scheme**

Allows employees to claim money off healthcare bills.

## **Cycle to Work Scheme**

Save up to 42% on the cost of bikes and equipment

## **Enhanced sick pay**

Four weeks of contractual hours on full pay and four weeks of contractual hours on half pay after completion of probationary period, remainder at statutory rate

## **Enhanced contractual leave**

Five additional days above statutory entitlement (33 days in total including bank holidays) [pro rata for part-time hours] and Christmas closure leave.

## **Potential to buy/sell contractual leave**

Up to five days (pro rata)

## **Enhanced maternity/paternity/ adoption/shared parental leave pay**

To support sustainable living while having a family we offer enhanced pay while on leave. Please do contact us if you would like further information.

## **Flexible working**

Core hours 10am – 4pm where role allows & in agreement with line manager

## **Group life [death in service] scheme**

Three times annual salary to nominated beneficiaries

## **Staff Volunteering**

Five paid days per year to spend supporting another good cause.

## **Season Ticket Loans**

An interest-free loan to cover the cost of a public transport season ticket.

## **Plus**

Three days of significant life event leave and time off for dependants leave.



## HOW TO APPLY

If you feel you have the required passion, energy and enthusiasm to help us bring an end to poverty and hunger, then you're on your way to becoming part of something that will make a real difference to people's lives.

To apply for the role please go to [www.trusselltrust.org/jobs](http://www.trusselltrust.org/jobs) and click on 'Apply for this job' by the role details. This will take you through to our online Applicant Tracking System (ATS). You need to complete the ATS process in one go so it may help you to prepare the following before you start:

- Current employer
- Position in organisation
- Length of notice
- Give a brief outline of the responsibilities associated with your current role (no more than 150 words)
- Explain your interest in the position and give details of any relevant experience you have (no more than 150 words)
- Then separately upload your CV and a letter outlining why you are just who we are looking for.

If you have questions about this position please call 01722 580 209 or email [people@trusselltrust.org](mailto:people@trusselltrust.org).

[www.trusselltrust.org/jobs](http://www.trusselltrust.org/jobs)

The Trussell Trust is Reg. Charity in England & Wales (1110522) and Scotland (SC044246). Reg. Ltd. Co. in England & Wales (5434524)