



# Church Engagement Manager

APPLICANT INFORMATION PACK



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



## Welcome from Emma Revie, Chief Executive

Thank you for your interest in joining the Trussell Trust.

Last year, food banks in our network provided more than 2.1m parcels to people across the UK. This represents an increase of 14% compared to the same period in 2019/20. Over 830,000 of these went to children.

As the cost of living continues to soar, people who can least afford it, are feeling the impact the most. The work of our food bank network is inspiring, but it shouldn't be needed.

Our vision is for a future without the need for food banks. It's an ambitious goal, but we believe it's achievable. To get there, we need to work with governments at every level to ensure that our benefits system provides a genuine safety net for people and that everyone is paid a fair wage. Everyone should be able to thrive, not merely survive, because they don't have enough income to cover the essentials we all need.

Working for the Trussell Trust means you'll be making a real difference to the lives of people across the UK. To continue our vital work, and realise our vision, we rely on a team of dedicated people who share our goal. We hope you'll be part of that team!

Best wishes

**Emma Revie**  
Chief Executive





We support more than 1,300 local food banks across the UK, providing practical, community-led support for people facing hardship.

But emergency food isn't a long-term solution to hunger. People need food banks when they don't have enough money for essentials. It's not right that anyone needs a food bank to get by. That's why we campaign for change to end the need for food banks in the UK and work with communities across the UK to change the things that push people to need a food bank.

We bring together data and evidence from food banks and the people who need them across the UK, gathering powerful information on our society. Our research projects give the most in-depth picture of who needs a food bank and why, helping us co-create and advocate for solutions that will ensure all of us have enough money to cover our basic needs.

We believe that, in coming together, we will build a future where none of us need a food bank, because none of us will allow it. That's why we launched our five year [strategic plan](#). We know our goal to end the need for food banks is ambitious, but by working Together for Change, we believe it is achievable.

Our values are the fundamental driving principles that underpin our work. Developed in consultation with food banks, our values encapsulate the spirit of what it means to be part of the Trussell Trust and our network.

Our values are:

**Compassion:** We stand in solidarity with people that need the help of food banks. We put the wellbeing of people served by food banks above everything else. We always uphold and protect their dignity.

**Justice:** We are motivated by a desire to see a more just society. It's not right that anyone is facing hunger and poverty. Everyone should have enough income to afford the essentials.

**Community:** We believe we share the responsibility to support one another in our communities. To create change, we must work together for a fairer society.

**Dignity:** We recognise the innate value of each individual person and seek to prioritise the other person's needs and concerns in the spirit of mutuality and friendship. Regardless of background.



Our team members are based in all four nations of the UK, supporting both our national work and food banks on a local level.

Our support for the food banks in our network, as well as our campaigning work is delivered through seven directorates, all of which report into our Chief Executive. These are:

- Corporate Service
- Network Operations
- Network Programmes and Innovation
- Participation
- People and Inclusion
- Policy, Research and Impact
- Public Engagement

Whatever your skills or experience and wherever you are based in the UK, there could be a role for you at the Trussell Trust helping our work towards a future without the need for food banks.

Our people are the most important thing the Trussell Trust has. Without our staff, we couldn't achieve our goals and create change.

All of our roles undergo a Job Evaluation and Benchmarking programme which has resulted in the implementation of a robust methodology for evaluating and setting salaries.

As a result we now have established levels and spot rate salaries based upon the market rate for all our roles that are non-negotiable. Our pay principles are important to us, they are grounded in a transparent and competitive approach to pay.

The benefits package we offer supports our staff professionally and personally.

Benefits include matched pension contributions up to 8%, company sick pay package including income protection insurance, enhanced Family leave including maternity and paternity, flexible working, payroll giving, enhanced contractual leave including the option to buy and sell holiday once a year.

# The Role



**Directorate:** Network Programmes & Innovations

**Responsible to:** Head of Church Engagement

**Hours:** Full Time (37.5 hours per week)

**Based:** Home based with regular travel around the UK, including attendance to staff conferences, 121's and team away days

## Role outline and purpose

The Church Engagement Manager works as part of a dynamic cross-organisational team to inspire and mobilise churches, church leaders and the Christian community to join and support food banks and the Trussell Trust's movement for change. They are responsible for developing compelling and tailored resources, events and activations, including campaigning and fundraising asks, for our Christian audiences.

## Responsibilities

- Working with the Head of Church Engagement and stakeholders across the organisation to proactively develop and deliver a programme of activities for food banks and the Trussell Trust to engage and inspire churches, church leaders and the Christian community to actively support our vision and our work. This includes managing our presence at Christian festivals and events.
- Proactively lead on the creation of tailored resources, events and activations, including campaigning and fundraising asks that inspire and mobilise church leaders, congregations and Christians to join and support food banks and the Trussell Trust's movement for change.
- To work alongside the Head of Church Engagement to build strong external relationships with a core network of Christian influencers, partners, and key Church Leaders so that they are able to speak out on our work in both the Church and external environment.
- To grow an engaged and active base of Christian supporters from the general public and to be accountable for that growth and tracking the associated KPI's, including working on digital acquisition and audience stewardship in collaboration with our Public Engagement Directorate.
- To work as part of the Church Engagement matrix team to resource and equip a dynamic network of churches and Church Ambassador Volunteers, in partnership with our food bank network, that are committed to issues of social justice and building community with people with lived experience of poverty.
- Providing internal expertise on engaging with churches and in Christian contexts across a range of denominations and traditions to support strategic activities across the organisation.

# Person specification

## Technical skills and minimum knowledge:

- Knowledge and experience successfully project managing the development and delivery initiatives designed for a Christian / church context, including working across a range of church networks and denominations.
- Experience shaping engagement activities (e.g. workshops, training) and compelling resources and tailored communications for church and Christian audiences
- Experience of direct marketing, supporter stewardship and events.
- Experience of working with CRM, website and email marketing systems, including an understanding of GDPR, data protection and fundraising regulation.
- 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
- Ability to express religious issues in accessible and open language, and to help improve faith literacy amongst people unfamiliar with religious concepts
- Track record of championing equity, diversity and inclusion

## Behaviours and competencies:

- Demonstrates a commitment to the values of the Trussell Trust
- Role models inclusive behaviour and values
- Effectively leads programmes of work ensuring they align with the Trussell Trust vision and strategy.
- Able to solve complex problems; with a self-motivated and solutions-focused outlook
- Strong interpersonal and communication skills, including clear and concise written and oral communication.
- Works collaboratively to maximise integration and effectiveness of activities
- Is tenacious, proactive, creative and propositional, and makes things happen.

## Key Stakeholders

- Head of Strategic Church Engagement.
- Members of the Audience Insight and Engagement team
- Senior Designer and Communications and Media Managers.
- Supporter Journey Managers, Senior Manager Supporter Care & Database, Data and Insight Analyst, Audience & Insight Manager, Salesforce Administrator/ICT.
- Area Managers and Head of Organising and Local Mobilisation.
- Policy and Public Affairs Manager.



Our values of dignity, justice, compassion and community, are central to all that we do and therefore supports our aim to be an organisation where the diversity of all employees is valued. We welcome people of all faiths and none and those that are committed to these values.

We recognise that we have under-represented groups within our workforce. As part of our commitment to diversity and equality of opportunity we are actively encouraging applications from under-represented groups such as returning parents or carers who are re-entering work after a career break, people who are LGBTQIA+, from racially minoritised communities such as from Black, Asian and Minority Ethnic backgrounds, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions and those with a lived experience of poverty as well as any other under-represented group in our workforce. We are committed to ensuring the safety and protection of our employees from all forms of harm.

## 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 our website to access our online application platform, Applied. This platform enables us to review your application anonymously to make our hiring decisions as diverse and impartial as possible.

You do not have to complete your application in one sitting, but you can save it and go back to it at any time before the closing date.

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

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

