



SENIOR RESEARCHER

Application Pack

BE THE TRAILBLAZER
ACTIVATE CHANGE
STRENGTHEN LIVES
BUILD COMMUNITIES
EMBRACE THE CHALLENGES
BE THE HELPING HAND
FAITH TAKING ACTION
PURPOSEFUL ACTION
REAL PEOPLE
REAL FAITH
RISK TAKERS

FROM THE INTERIM CEO



I am delighted that you are interested in the role of Senior Researcher with Church Army. I really hope that as you read through this job pack you get a clearer sense of who we are as Church Army and how this role fits into our desire to see communities across these islands transformed.

This is an exciting time to be part of Church Army as we continue to grow our frontline work in addition to implementing the new strands of our DARE strategy in the next three years to further our impact and reach our vision.

We are passionate about seeing communities transformed which is why Church Army is proud to work in some of the toughest communities across the UK and Ireland and make an impact that brings about real-life change. Our Centres of Mission, which are created in partnership with dioceses, are where we deploy evangelists into communities to share faith and empower and equip the local church in mission

and evangelism. We are working hard in our aim to increase to 50 Centres of Mission by 2027. In Marylebone London, we run the biggest women's only hostel which empowers women to end their homelessness and live their lives to the full. We also run the Amber Project in Cardiff which helps over 100 young people each year who battle self-harm; as well as a hostel for young people.

Our GRACEUP values are at the heart of all that we do. We are proud of our committed and passionate staff team who all contribute to our vision of seeing communities transformed. In joining Church Army, you will belong to a community of gifted people who are proud to do what they do, and we work hard to make sure our team know that they are valued for their contributions and know that they are making a difference to the lives of hundreds of people.

Church Army's Research Unit is looking for a Senior Researcher to play a lead role in the development and delivery of high-quality research for Church Army and its external partners. You will be based at the Wilson Carlile Centre in Sheffield, which is home to our national office team and operates as a reputable accommodation and conference centre; it is a fun and hardworking team to be part of.

I hope that as you read through this job pack, you will be inspired and encouraged to want to join this amazing team and organisation.

A handwritten signature in black ink that reads "Des Scott". The signature is stylized with a large, sweeping initial 'D'.

Des Scott

WE ARE CHURCH ARMY

We are Church Army. We are catalysts; strengthening lives and communities. We do not shy from the gospel because we believe it changes lives.

Our vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

Our values

Everything we do is underpinned by our GRACEUP values:

Generous - We want to model God's generosity to others.

Risk-taking - We have a long heritage as a pioneering movement, prepared to take risks and give colleagues permission to seek to do new things.

Accountable - We are accountable to God and others. We want to be reliable and live responsibly to high professional standards.

Collaborative - We are committed to partner with those who share our values; we believe it enhances our work.

Expectant - We are hopeful, expecting God to do new things amongst us.

Unconditional - God loves everyone and everyone is significant in his eyes; we will serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.

Prayerful - We listen for God's voice and want to be obedient to him. We want to be like Jesus in our actions and witness.

See our [We are Church Army](#) video here



ROLE OF SENIOR RESEARCHER

This is an exciting opportunity to work with our committed, inspiring and growing research team. Since its inception in 1997, the Research Unit has had the brief to examine contemporary Christian evangelism, mission, and the creation of fresh expressions of Church. The vision of Church Army's Research Unit is to live out our calling and values: seeing and communicating what God is doing in mission. Over the years, the unit has developed a strong reputation for being a credible and pioneering voice for change within Church Army, the Church of England and wider Church.

Church Army are looking for someone with an enthusiasm for research and the difference it can make to join our team. As a Senior Researcher, you will make a substantive contribution to the design and delivery of mixed method research projects. These include externally funded research projects and evaluations for dioceses and national church institutions as well as internal research and consultancy work for Church Army. You will be expected to take initiative in the development of new projects, working with the Research Team leader to help identify, contract, design and deliver these. As a Senior Researcher, you will also play an important role in mentoring more junior colleagues and communicating with the wider church through speaking engagements and publications.

The team works closely together, to live out its Christian ethos and model Church Army values, and the post holder for this role will actively engage in this also. We are looking for someone who will be excited to research what God is doing and how lives are being transformed across Church Army, sharing in our belief in what we do and why we do it.

The team is in high demand for their skills and expertise and comprises of an incredibly gifted group of people with a passion for the difference that research can, and is, making. With a growing reputation and demand, this is an exciting time to join the Research Unit and Church Army's wider Learning and Development team, which draws together our work around research, training, leadership development and church resources.

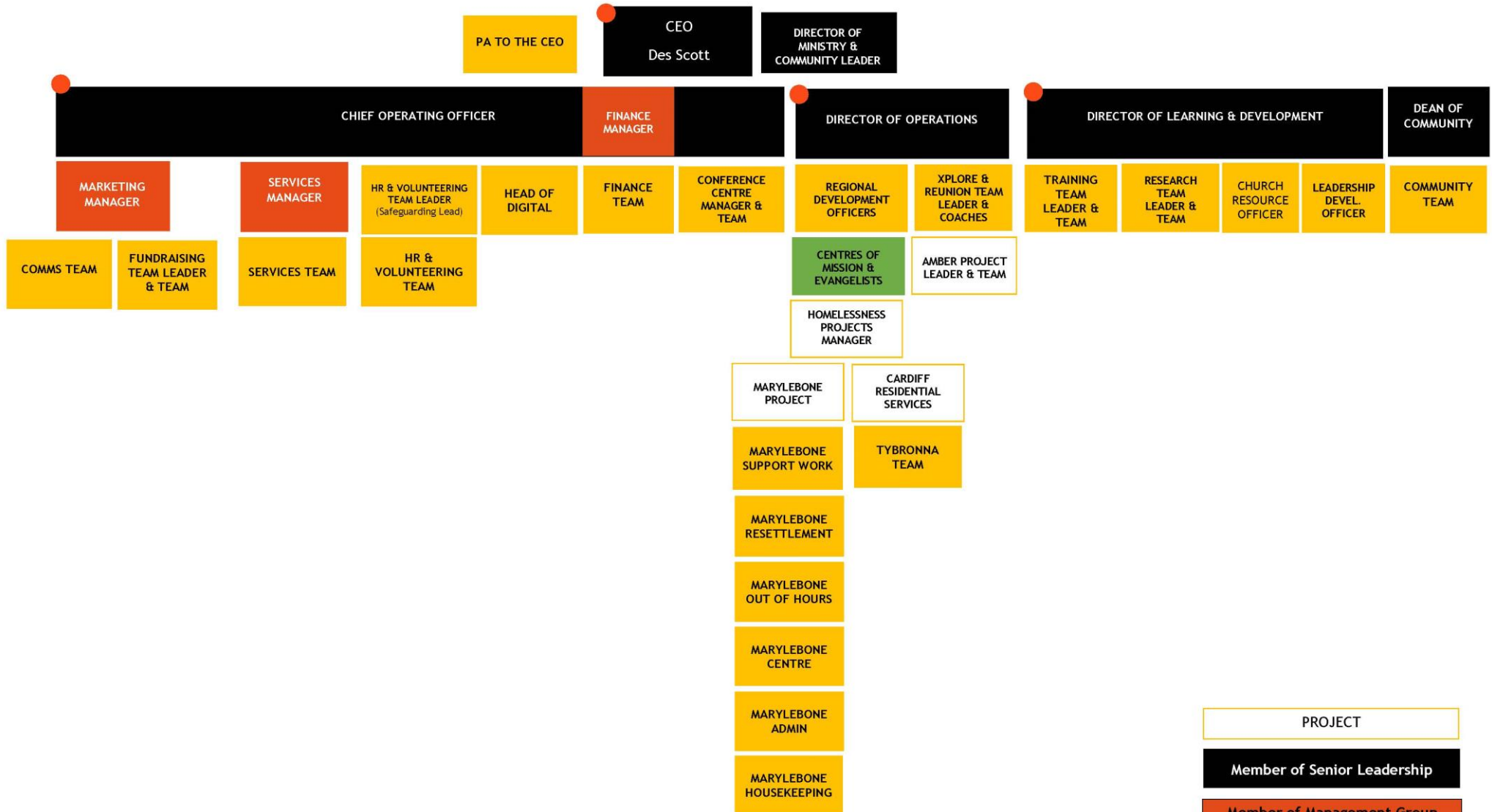
Andy Wier, Research Team Leader



OUR CHURCH ARMY TEAM

FROM 1 JUNE 2020

CHURCH ARMY BOARD



PROJECT

Member of Senior Leadership

Member of Management Group

● SLT MEMBER ALSO ON MANAGEMENT



JOB DESCRIPTION

Job Title:	Senior Researcher
Responsible To:	Research Team Leader
Relating To:	Director for Learning and Development and other members of the Learning and Development team including: Senior Reviewer Senior Qualitative Researcher ('as and when' worker) Researchers Research Administrator Research Associates / other contractors
Purpose:	To contribute to the development, design, and delivery of mixed method research for Church Army and external partners
Objectives:	<ol style="list-style-type: none"> 1. To be a lead practitioner in research who works as part of the team 2. In conjunction with the Research Team Leader, to liaise with external partners, regarding current and future research 3. In conjunction with the Research Team Leader, to liaise with internal partners, regarding current and future research and review tasks 4. To communicate with the wider church through publications and speaking engagements 5. To be a member of the wider Learning and Development team 6. To be an active member of the Community at the Wilson Carlile Centre

KEY RESPONSIBILITIES AND TASKS:

1. **To be a lead practitioner in research who works as part of the team:**
 - 1.1 To develop creative mixed method research in mission and evangelism, reflecting the current needs of Church Army and the wider church

- 1.2 Ensure all projects are appropriately documented, including attending to GDPR
 - 1.3 To be willing to “roll up sleeves” and get involved with the day to day work on agreed research tasks that may lie outside your area of expertise
 - 1.4 To develop the team in their research knowledge and skills
 - 1.5 To be actively looking at new ways of improving the research team’s work
- 2. In conjunction with the Research Team Leader, to liaise with external partners, regarding current and future research:**
- 2.1 Liaising with the Research Team Leader, to identify future research projects and work on developing proposals and budgets.
 - 2.2 To represent the Research Team Leader at meetings as required.
 - 2.3 To ensure external partners are kept in touch with the progress of the task.
 - 2.4 To communicate effectively the outcomes of the research to external partners.
- 3. In conjunction with the Research Team Leader, to liaise with internal partners, regarding current and future research and review tasks:**
- 3.1 To contribute to the future development of research on the impact of Church Army Centres of Mission and other key projects
 - 3.2 To conduct reviews of Centres of Mission in liaison with the Senior Reviewer
 - 3.3 To support the development of other strategic work for Church Army in collaboration with other members of the Learning & Development Team
- 4. To communicate with the wider church through publications and speaking engagements**
- 4.1 To work with the team to produce relevant publications that share CARU research, published in hard copy and on the website
 - 4.2 To help the team to find strategic outlets for external publishing
 - 4.3 To write for Church Army publications as needed

- 4.4 To undertake speaking engagements
- 4.5 To help organise occasional conferences and /or other events to share findings
5. **To be a member of the wider Learning and Development team:**
 - 5.1 To work with colleagues in the wider team to disseminate learning, good practice and ensure learning is shared.
 - 5.2 Work with the wider team to think through its response the emerging strategic vision ensuring the wisdom from research projects is fed into the development of new resources and design of training provision.
6. **To be an active member of the Community at the Wilson Carlile Centre:**
 - 6.1 To help to build a sense of community and teamwork within the Wilson Carlile Centre.
 - 6.2 To be part of the National Office Team, sharing in the life and objectives of the team.
 - 6.3 To attend and take part in monthly Sheffield Staff Team Gatherings.
 - 6.4 To share in the general responsibilities of all staff with regard to welcoming visitors, dealing with post, handling phone calls and enquiries as required.

General:

- To undertake any such duties as are commensurate with the post at the direction of the Research Team Leader or their senior.
- To be active as a member of the Research team and Learning & Development team, participating in regular team meetings, meetings with members of the team as the need arises, and in the overall objectives and life of the team
- To attend an annual appraisal and regular one to ones with your line manager
- To undertake any training as required for the role as identified in an appraisal or supervision
- To adhere to Church Army's contractual and non-contractual policies at all times. These are outline in the Staff Handbook and on Church Army's intranet document library
- Act in the best interest of Church Army at all times



A volunteer at our Centre of Mission.

PERSON SPECIFICATION

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below. The grid shows you how each criteria will be assessed.

ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Experience, knowledge, and qualifications		
A developed understanding of mission and evangelism	Published work in this area	<ul style="list-style-type: none"> • Application Form • Interview & Selection Process • Pre-employment checks (e.g. references)
An understanding of the structures of the Anglican Church in the UK and Ireland		
Experience in bidding for work and building relationships with funding partners		
Educated to Masters degree in a relevant discipline, including substantive experience of mixed methods (quantitative & qualitative) research	PhD or Professional Doctorate	
Knowledge of, and experience in using, research software		
Substantial experience of working in a research role and managing projects		
Knowledge of current Data Protection law and research ethics issues		

Skills & Abilities

Capable of working in quantitative and qualitative research		<ul style="list-style-type: none"> • Application Form • Interview & Selection Process • Pre-employment checks (e.g. references)
An excellent communicator with experience in giving presentations and writing reports		
An analytical mind, attention to detail, and appreciation of nuance		
Strong interpersonal skills		
Approachable, able to build strong relationships with the team and provide appropriate support.		
Networking skills	Existing relationships within research networks and with potential funders	
Able to meet deadlines and prioritise workload		
Confident using IT		

Attributes

Passionate about using research to discern what God is doing in mission		<ul style="list-style-type: none"> • Application Form • Interview & Selection Process
Able to inspire others and get the best out of people.		
Committed and hard working		

Flexible and able to respond to demands and requests of others		
Other		
A living and active faith in Christ Jesus, demonstrated in involvement in a local church.		<ul style="list-style-type: none"> • Application Form • Interview & Selection Process • Pre-employment checks (e.g. references)
A willingness to travel and be away from home overnight on occasion	Driving licence and access to vehicle	
Able to model the values of Church Army which are the values of the team.	A detailed knowledge of Church Army, its work and that of the Research Team	

OUTLINE TERMS AND CONDITIONS

Location	Wilson Carlile Centre, Sheffield
Salary	£33,904 per annum pro-rata
Hours	<p>37.5 hours, with some evening and weekend work required as the job dictates.</p> <p>We are recruiting 1.5 posts across two roles within the Research Team and would therefore consider applications from those looking for part-time hours.</p>
Pension	<p>Church Army is an auto enrolment employer. You will be assessed under auto enrolment legislation and if eligible for pension contributions, you will be enrolled into a qualifying scheme and minimum pension contributions will be made by the employer.</p> <p>Alternative provisions are available if you are ordained or a commissioned Church Army evangelist, both of which are non-contributory by the employee.</p>
Annual Leave	25 days, plus bank holidays (33 days total) pro-rata
Probation Period	6 months
Contract Type	Full Time, Open-ended
Notice Period	4 weeks (after probation period)
DBS Requirement	A DBS is not required for this role. All staff are expected to read and comply with Church Army's Safer Ministry Policy.
Occupational Requirement	Due to the responsibilities of the role there is an occupational requirement under the Equality Act 2010 that the post holder has an active faith in Jesus, demonstrated by an involvement in a local church and agreement with the vision and values of Church Army.

APPLICATION PROCESS

To apply, please submit an **CA Faith-Based Application Form** which is available to download from the job advert on our website.

Applications should be sent to: recruitment@churcharmy.org

Deadline: Friday 28 August 2020

Interview date: Thursday 17 September 2020

For more information about Church Army please visit: www.churcharmy.org

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references, including one faith based

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.