



Application pack for the post of
**Director of Strategic
Engagement**

February 2021

Together we can find a home for every child who needs one.

Introduction

Together we can find a home for every child who needs one.

Thank you for your interest in the post of Director of Strategic Engagement. This is an exciting opportunity to be part of the rapidly growing Home for Good team and enable us to increase our reach and impact as we seek to find a home for every child who needs one.

This pack outlines the role and provides a little information about Home for Good. It includes:

- An introduction to Home for Good
- The job description
- The person specification
- Essential employment information
- An outline of the application procedure
- Ethos statement

If you have any questions or would like an informal chat about the role, please contact Kathryn Morgan (PA to the CEO).

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An introduction to Home for Good

Together we can find a home for every child who needs one.

Our vision is **a home for every child who needs one.**

Every fifteen minutes in the UK, a child will come into care. Many will have suffered neglect or abuse, all will experience trauma and loss. Each one deserves a home where they will be loved, nurtured and enabled to thrive, whether that's through short-term or long-term foster care, with a new adoptive family, or through supported lodgings. **But more families are urgently needed to ensure all children and young people can grow up in the family and setting that is right for them.**

Almost 100,000 children are classified as looked after in the UK, an increase of 3% on last year. More than 80% of these children need to be cared for by a foster family, yet there is a national shortage of 8,600 carers, both to meet this need and to account for carers who will retire in the year ahead. More than 3,000 children are waiting for adoption in the UK, and more than a third have already been waiting eighteen months or more. Many are over the age of three – they know they are waiting.

Within these figures, there are groups of children for whom things are especially challenging.

Children and young people of Black and minority ethnic heritage are disproportionately represented in the care system, and Black children are less likely to go on to be adopted, even when this is deemed the right plan for them. Children with disabilities or complex health needs are among those who wait longest for the right family environment, and all too often, children in sibling groups have to be separated because social workers are unable to find a home for them where they can stay together. Finally, teenagers in care are increasingly being placed in unsuitable and unregulated accommodation, instead of being offered the chance to thrive and be supported within a family setting.



The coronavirus pandemic has accentuated so many of society's challenges, and the hardest hit are the most vulnerable. Significant among them are children and young people in or on the edge of care and those with care experience, and numbers of children coming into care rose to its highest level for four years during the autumn of 2020 as the impact of the first lockdown on vulnerable children became more apparent. We expect this will be the case again, following the lockdown at the start of 2021.

While these issues are significant, Home for Good believes there is hope – and this hope comes through the UK Church.

We believe the Church is ideally placed to ensure that every child and young person has the loving home they need. Our Biblical mandate to care for the vulnerable, extend hospitality and seek justice compels us to action. Through opening our homes and hearts to children and young people in care, and through our churches becoming a welcoming and supportive community to all looked after and adopted children and the families who care for them, we can make a transformational difference.

With this foundation, we aim to achieve our vision of a home for every child who needs one through five objectives.

We influence the Church, the Government, the sector and wider society, raising awareness of the needs of vulnerable children through thought leadership, media and political engagement, and advocacy campaigns. Our credible voice is bringing a shift in cultural attitudes and meaningful improvements to policy and practice, to ensure every child and young person has the home and family environment they need.

We inspire individuals, churches and the faith community at large to play their part for vulnerable children through church engagement at local, regional and national levels, taking every opportunity to motivate the Church to respond. Our compelling vision is reaching thousands of Christians who are stepping forward to explore fostering, adoption or supported lodgings, standing with Home for Good in prayer and support, and speaking up on behalf of vulnerable children.

We inform individuals, churches and church clusters through resources and content, training packages, events and services, for every stage of their journey from inspiration to welcoming a vulnerable child – and beyond. Our comprehensive programme is equipping families as they explore fostering, adoption or supported lodgings, and equipping churches and communities to better welcome, understand and support families who care for vulnerable children.

We invest in ongoing research, mapping, exploration and evaluation, to ensure we intentionally focus our activity where we can meet the greatest needs and have the biggest impact. Our conscientious strategy is enabling us to focus our attention on the children who wait longest and are least likely to experience permanence or a stable family environment, and to bring innovative solutions to ingrained and perceived insurmountable problems.

We invite strategic partnerships and seek to build purposeful and mutually beneficial relationships with other charities and networks, believing that we can go further together on behalf of vulnerable children. We also work closely with local authorities, regional adoption agencies and voluntary adoption agencies on targeted campaigns. Our collaborative approach is ensuring that we are part of a cohesive and united effort to meet the needs of vulnerable children at every point of their life.



Job description

Together we can find a home for every child who needs one.

Summary of Role

As a key member of the Directorate, this new role will actively lead on the development and implementation of a UK wide church engagement strategy to increase Home for Good's missional impact, through the church, to find a home for every child who needs one through fostering, adoption and supported lodgings. This will be achieved through rigorous church engagement at local and regional level through a dedicated team of National/Regional Leads, volunteer Champions, Local Movements and Church Clusters. This role holder will also be responsible for strengthening and shaping the relationships with national church leadership and denominational heads. This role also has account-management oversight of all contracts with Local Authorities and Agencies ensuring they are serviced well through organisational, regional and local resources.

Organisational culture

We invite all staff to actively support Home for Good, its culture and team spirit through a positive attitude, not allowing 'good' to be the enemy of 'best', enjoying people and all associated quirks, loving Jesus in a tangible way, leading and participating in team activities and events with joy and openness and carrying a passion to serve and support vulnerable children.

Reporting Lines

Reports to – CEO

Line management responsibility – all National Leads [Northern Ireland, Scotland, Wales*] and Regional Leads**, 8 posts anticipated with projected growth.

Main Tasks

1) Leadership and development

- Provide leadership, support and oversight to the National/Regional Leads, building a strong and positive team spirit across the department, promoting a culture of collaborative working and ensuring that high standards of service are delivered internally and externally
- Achieve results through clear expectations, target-setting, regular two-way communication, a coaching style and support for personal and professional development
- Design and implement a national church engagement strategy that supports and advances Home for Good's long term missional aims including the architectural design for Regional placements
- Provide strategic leadership ensuring cohesive, intelligent UK coverage (applying resources to where the need is greatest), with a co-ordinated approach and consistent messaging to reach every church in the UK
- Design and lead on national initiatives for church engagement and support the CEO on innovative developments such as strategic research-led mapping exercises and development of strategic partnerships and collaboration with those in-sector
- Work with the CEO on the timely and appropriate development of Regional Hubs, allowing for 'gathering space' to bring people together, and strategically sharing physical resources with other partners/churches such as meetings rooms and desk space
- Work closely with the Director of Strategic Finance and Impact to develop strong processes for monitoring and evaluating church engagement impact (qualitative and quantitative)

2) Networking and building relational capital

- Build and grow relationships with nationwide faith-based organisations, denominations, unity movements and para-church organisations.
- Develop, with the National/Regional Leads, more Local Movements, Church Clusters and Champions to build ownership on the ground and grow a network of resourced groups working to the centre. This will be in conjunction with the Director of Programme who will develop all content to support the 'journeys' of onboarding, equipping and resourcing these
- Work with National/Regional Leads to ensure the organisation is engaging with and represented at regional and national conferences/festivals and events where the vision can be shared and new contacts secured, both church and partners
- Work closely with the Head of Fundraising and the Digital team to assign clear fundraising objectives for all National/Regional Leads and develop intentional fundraising strategies for each nation/region that are embedded within centralised fundraising activity
- Drawing on connections and regional activity, through National/Regional Leads, and in conjunction with the Director of Strategic Finance and Impact – be a conduit for commercial opportunities with LAs/RAAs/VAAAs

3) Journey experience

- Work closely with the Director of Programme to maximise engagement with Home for Good programmes, resources and events, ensuring that regular feedback is captured to inform programme development
- Liaise regularly with the Head of Enquiries and Family Care to ensure efficient and collaborative working between the field and the centralised enquiry team to ensure a positive experience for all enquirers, strengthening relationships and developing long-term connections with Home for Good
- Lead on the delivery of an overarching volunteer management strategy across all nations/regions

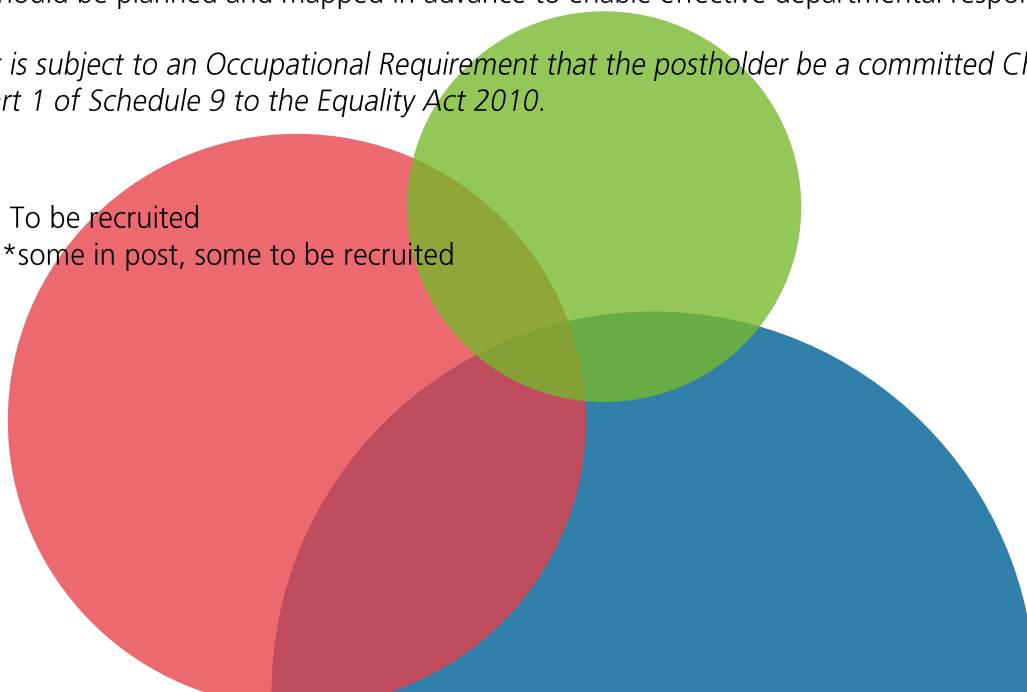
4) Contracts and resourcing

- Provide oversight and 'account management' of the contracts held and negotiated by the Director of Strategic Finance and Impact. This is alongside the National/Regional Lead (key contact) and in some circumstances Local Movements/Church Clusters, ensuring relationships with the contract holder are positive and informed and contract terms are met and monitored with necessary data provision and reporting arrangements in place
- Budget responsibility for Strategic Engagement with a focus on 'value-add' spending
- Oversight of how internal resources (such as Fundraising, Advocacy, Social Media support etc) are attributed across Nations/Regions/Local Movements/Regional Hubs etc according to demography, number of homes needed and points of high activity (e.g. a campaign), which should be planned and mapped in advance to enable effective departmental response

This post is subject to an Occupational Requirement that the postholder be a committed Christian under Part 1 of Schedule 9 to the Equality Act 2010.

* To be recruited

**some in post, some to be recruited



Personal specification

Together we can find a home for every child who needs one.

Education/Qualifications	Essential / Desirable
1. Educated to degree level or with relevant experience	Essential
2. A relevant professional qualification (sales, customer)	Desirable
Experience	
3. Senior leadership experience with a proven track record in delivering national developments	Essential
4. Experience of working in third sector and of effective stakeholder relationship building and strategic Christian faith-based collaborations	Essential
5. Strong track record of establishing networks, ideally in faith-based sector	Essential
6. Programme planning and complex project management	Essential
Skills/Abilities	
7. Excellent people-management and relationship management with strong influencing and presentation skills	Essential
8. Ability to manage multiple projects effectively, identifying conflicting demands and establishing clear priorities in order to meet agreed objectives	Essential
9. Strong decision-making ability	Essential
10. Strong organisational and planning skills with attention to detail	Essential
11. Proactive with a positive problem-solving attitude	Essential
12. Flexible and able to work in a changing work context	Essential
13. Resilient with the ability to think clearly under pressure, maintaining a calm and professional manner	Essential
14. Competence in Microsoft Office and ability to learn other relevant applications/systems	Essential
Personal Qualities	
15. A clear commitment to the Christian faith and agreement with Home for Good's basis of faith.	Essential

16. Passionate about promoting fostering, adoption and supported lodging and able to identify with and be committed to the vision and ethos of Home for Good.	Essential
17. Ability to maintain high standards of ethics, integrity and professionalism, including handling sensitive information with confidentiality	Essential
18. Capacity for self-reflection and a commitment to accountability, learning and personal growth	Essential
19. Highly interactive across the Directorate with a bias for collaboration	Essential
20. Able to be collectively responsible, and work with colleagues to achieve common goals	Essential
21. Able to travel and occasionally work weekends and evenings.	Essential



Employment information

Together we can find a home for every child who needs one.

Job title:	Director of Strategic Engagement
Purpose:	See job description
Location:	Based anywhere within the UK, as this is nominated as a home-based role. Post Covid restrictions, regular travel across the UK will be required to support National/Regional Teams and church engagement. Opportunity for the role to be based at the London office.
Contract length:	Permanent
Start date:	As soon as possible.
Hours of work:	Full time - 35 hours a week Some weekend and evening work will be required. Home for Good operates a time-off-in lieu system.
Holiday entitlement:	25 days per year. Statutory Bank Holidays are additional.
Salary:	£40,000 to £45,000 dependent on experience
Pension / Life Assurance:	After three months automatic enrolment into a direct contribution pension. Home for Good has a Group Life Assurance policy for all employees.
Overtime:	Paid overtime is not applicable to this position.
Period of notice:	One month's notice by either party or statutory notice (whichever is the greater), which increases to three months after one year's employment.

Application procedure

Together we can find a home for every child who needs one.

To apply, please submit a CV and covering letter via the [Job Opportunities section](#) of our website. The covering letter should illustrate how you meet the requirements of the role as specified in the job description and person specification. Please include 3 references, one of which should be from your current church leader and one from your current / most recent employer.

The closing date for receipt of applications is **9am on 1 March 2021**. Short listing will take place soon after the closing date.

The selection process will include two interviews over Zoom, and the completion of an online psychometric test with feedback. These will take place during the weeks beginning **8 March** and **15 March**. When a decision has been made, we will inform all candidates of the outcome.

Home for Good will treat your application as private and confidential. Unsuccessful candidates will be notified by email and their applications will be securely destroyed after one year.

Our Equal Opportunities Policy includes facility for justifying that all posts have an occupational requirement that they be occupied by people who can demonstrate a personal Christian faith. Candidates are therefore asked to confirm that they assent to a statement of faith, which is summarised through the Nicene Creed (see Ethos Statement).

We welcome applications from all suitably qualified persons and all appointments will be made on merit. We would particularly welcome applications from the Black, Asian and Minority Ethnic (BAME) community who are currently under-represented at this level in the organisation.



Ethos statement

Together we can find a home for every child who needs one.

Home for Good is a movement of individuals and churches who believe that every child should have a safe and loving home where they can thrive.

We believe the Church community is well placed to step up to offer homes to children who are not able to live with their birth family, and wrap around in support of foster and adoptive families. We therefore aim to change the culture in churches throughout the UK to make caring for vulnerable children a significant part of their life and ministry.

We also believe that people of faith should be treated fairly during the assessment process.

Home for Good is a bearer of good news. Children and young people being nurtured in loving homes is good news for some of the most vulnerable children. It's also good news for the Church to fulfil God's call to care for those in need. It's good news for our communities, and it's good news for our country.

Home for Good is a national charity dedicated to inspiring, equipping and coordinating the network of local movements, churches and individuals who are making the Home for Good vision a reality.

Home for Good is committed to working in partnerships with churches, voluntary and statutory agencies, local authorities and other organisations to effectively achieve our aims.

Home for Good is focused on the Christian Church, but our intention is that our work will be of benefit to people of all faiths, and none.

Our values

Our two core values are the twin threads that run through every aspect of our work. All that we do is shaped by, built upon, and fuelled through being **child-focused** and **faith-rooted**.

Child-focused

Children and young people will always be at the heart of Home for Good. We are passionate about finding a great home for every child who needs one, where they will be loved and nurtured and enabled to thrive. We affirm the infinite value and believe in the potential of every child. We will do all we can to advocate on their behalf, championing their needs and celebrating their successes, ensuring their voices are heard.

Faith-rooted

Our Christian faith inspires, motivates and encourages us to act and to believe that change is possible as we stand firmly on a strong theological foundation and commit to prayer for every aspect of our work. We will hold on to faith amidst setbacks and challenges and step out in faith to act. We are open about our faith and recognise the potential in the Church to make a difference, but we do not expect preferential treatment and are keen to work in partnership with those of other faiths and of no faith.

Our principles for working/our approach to work

We are:

Innovative

We seek new and creative solutions. We see opportunities and possibilities. We are dynamic and responsive. We dream about what could be and then we intentionally plan, develop and create all that is needed to get there.

Relational

Within our team, across our organisation and throughout our networks, we value relationship and believe in the synergy of collaboration. We dream together, we make decisions together and we work together. We celebrate diversity, respect differences and are generous with our ideas.

Hopeful

We are optimistic and focus on what can be done to find solutions. We recognise that fostering and adoption are not easy and will be honest about challenges and frustrations, yet we seek to be a catalyst for change and make a positive difference in every situation.

Excellent

We are professional, invest in training and ensure a good level of understanding. We are eager to learn from those with experience and expertise. We enable people to play to their strengths and always go above and beyond.

Home for Good was initially a campaign of Care for the Family, the Churches' Child Protection Advisory Service and Evangelical Alliance before becoming an organisation in its own right in 2014. Home for Good has chosen the Nicene Creed as our statement of faith:

- We believe in one God, the Father, the Almighty, maker of heaven and earth, of all that is, seen and unseen.
- We believe in one Lord, Jesus Christ, the only Son of God, eternally begotten of the Father, God from God, Light from Light, true God from true God, begotten, not made, of one Being with the Father. Through him all things were made. For us and for our salvation he came down from heaven: by the power of the Holy Spirit he became incarnate from the Virgin Mary, and was made man. For our sake he was crucified under Pontius Pilate; he suffered death and was buried. On the third day he rose again in accordance with the Scriptures; he ascended into heaven and is seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and his kingdom will have no end.
- We believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father and the Son. With the Father and the Son he is worshiped and glorified. He has spoken through the Prophets. We believe in one holy catholic and apostolic Church. We acknowledge one baptism for the forgiveness of sins. We look for the resurrection of the dead, and the life of the world to come.

We expect our Staff, Champions and Local Movements to ascribe to this statement of faith.

