



DIOCESE OF  
**Bath & Wells**

Living the story. Telling the story.

gifts of all God's people • sustained by prayer • spiritual and numerical growth • sharing the story of Jesus • working for the

for the common good • worship and witness • loving and serving our communities • journeying together • working for the com

ities • releasing the gifts of all God's people • **Living and Telling** • trust in God's holy spirit • confident, every

# Climate Justice and Environment Adviser

## Application Pack April 2022

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### **Human Resources**

Enita Andrews

Ph: 01749 685 113

Email: [recruitment@bathwells.anglican.org](mailto:recruitment@bathwells.anglican.org)

For an informal discussion about the role please contact:

Charlie Peer

Head of Mission Support and Ministry Development

[charlie.peer@bathwells.anglican.org](mailto:charlie.peer@bathwells.anglican.org)

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Dear applicant

Thank you for your interest in the post of Climate Justice and Environmental Adviser with the Bath & Wells Diocesan Board of Finance (DBF). I am delighted to let you have details about the diocese and information about the post.

We hope you find the application pack provides all the information you need in order to consider your candidature for this post. If, however, you have any further questions please initially contact Human Resources.

Meanwhile, please find opposite, key dates for the appointment process. Should you decide to apply for this post we look forward to receiving your application and wish you well.

Kind Regards

Enita Andrews

**HR Manager**

## Applications

Applications must be received by **midday Friday 20 May 2022**. Application forms, with a covering letter no more than one side of A4 describing what attracts you to this role should be returned to Human Resources either by post to The Diocesan Office, Flourish House, Wells, BA5 1FD or by email to [recruitment@bathwells.anglican.org](mailto:recruitment@bathwells.anglican.org).

## Shortlisting

Shortlisting will take place on Monday 23 May. To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification. If after 3 weeks from the closing date you have not heard from us, please assume that you have not been shortlisted on this occasion. A copy of our privacy policy for job applicants can be downloaded from our website.

## Interview

Interviews will take place in Wells on **Wednesday 1 June 2022**. Further details regarding the selection process will be communicated at the time applicants are invited for interview.

## Safeguarding

We are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles. This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
- Take all reasonable steps to prevent those who might harm children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards.

Further information can be found in our Safeguarding Policy available on the diocesan website. All applicants are required to complete a Confidential Declaration Form as part of our recruitment process when an offer of employment is made. This form is strictly confidential and, except under compulsion of law, will be seen only by those involved in the recruitment/appointment process and, when appropriate, the nominated safeguarding lead or someone acting in a similar role/position. All forms will be kept securely in compliance with the General Data Protection Regulation, 2018.



## **The Diocese of Bath and Wells**

The Diocese of Bath and Wells is one of 41 Church of England dioceses in the country. The diocese stretches from Portishead in the north to Crewkerne in the south, Minehead in the west to Frome in the east.

The diocese loves and serves the 940,000 people who live here through its family of 466 parishes and 181 church schools. This family works for the good of local communities in a range of practical as well as pastoral ways: caring for the vulnerable in our societies, supporting local families and encouraging children and young people.

Everything the diocese does is underpinned by prayer and worship and is driven by our vision:

“In response to God’s immense love for us, we seek to be God’s people, living and telling the story of Jesus.”

If successful in your application, you will be arriving in the diocese at a time of significant change and you will have a role to play in the diocesan strategy, which has these three strategic priorities:

- To place mission and evangelism at the heart of all we do.
- To re-align our ministry resources towards mission.
- To identify, develop, and release the gifts of all our people.

## **About the Role**

Thank you for your interest in the role of Environment and Climate Justice Adviser. This is a crucial role in our staff team, helping us to fulfil our responsibility to God's creation and to achieve our carbon neutrality goals.

The Diocese of Bath and Wells has declared a climate and ecological emergency (diocesan synod, March 2020) and aims to achieve net zero carbon emissions by 2030. This is in line with the national policy of the Church of England. Achieving this goal requires concerted action from a number of diocesan teams, especially Education, Property, and Finance. It also involves working with the parish churches of the diocese as they seek to ensure the use of their buildings is carbon neutral. The Environment and Climate Justice adviser will play a key role in ensuring that this activity is well co-ordinated and providing capacity to move our plans forward.

The adviser will also be someone who is an articulate advocate of the place of environmental work within the mission of the Christian church. The fifth of the five marks of mission is "to strive to safeguard the integrity of creation and sustain and renew the life of the earth". This post sits within the Mission Development Team and will enable us to raise the profile of environmental action and encourage churches, schools and other communities to find ways to engage. Schemes such as Somerset Wilder Churches and A Rocha's Eco Church are excellent examples which will continue to grow over the next few years. The adviser will need to be confident in engaging with church and community groups in ways that encourage and inspire them to get involved.

More information can be found on our website:

<https://www.bathandwells.org.uk/faith/environment/>

We seek someone with experience in promoting environmental initiatives and a good understanding of the links between Christian mission, justice, and net carbon neutrality. If you are passionate about this area, and you feel a calling to help the church in its care for God's creation, we would love to hear from you.

**Charlie Peer**

**Head of Mission Support and Ministry Development**

## Job Description

**POST:** Climate Justice & Environmental Adviser

**Salary:** £32,000 - £36,000 (pro-rata)

### Our vision

In response to God's immense love for us, we seek to be God's people living and telling the story of Jesus.

### Key purpose of the post:

To encourage and enable the churches in this Diocese to respond in various ways to the call of the 5<sup>th</sup> Mark of Mission; in particular to enable the diocese to respond to the Church of England's commitment to net zero Carbon by 2030.

**Location:** Diocesan Office, Wells

**Reporting to:** Head of Mission Support and Ministry Development

**Hours of work:** Part time – hours negotiable; maximum 0.5 FTE (18 hours)

### KEY RELATIONSHIPS:

- Church Buildings Adviser
- Diocesan property and buildings team
- Diocesan Advisory Committee
- Education team
- Parish Clergy and Lay leaders
- Area Deans and Lay Deans
- Eco Church SouthWest and its member Dioceses
- Other denominations and local secular organisations and local authorities working on Creation Care
- National DEOs network and relevant national Church officers and national bodies such as A Rocha, Green Christian and Climate Outreach.

## MAIN DUTIES & RESPONSIBILITIES:

- Maintain the diocesan action plan for Carbon neutrality by 2030, ensuring that progress is tracked and the plan is updated in response to developments. Work with key stakeholders in the diocese to ensure that the plan has the support and resources necessary for implementation. In particular, work with DBF staff teams to ensure a co-ordinated approach to carbon neutrality.
- Encourage and support use of the Church of England's energy footprint tool by parishes, increasing uptake of the tool across the diocese.
- Take lead responsibility for the promotion of Eco church in the Diocese, encouraging and enabling churches to apply. Maintain a register of Eco Churches across the Diocese. Act as a point of contact for enquiries relating to Eco Church and the lead contact with Ecochurch (England and Wales).
- Provide advice and guidance to individual parishes on responses to enacting the 5th Mark of Mission. Initiate and support activities across the diocese to promote creation care and environmental justice.
- As time permits, support the development of a number of Deanery Environment Champions ( = working title) and a network to train and inform them.
- As time permits liaising with practitioners of Outdoor Church and rural pioneering to support and promote the alignment of environmental themes and goals with outdoor worshipping communities
- As time permits, input into other training programmes
- Act as Diocesan Environment Officer, attending the Annual DEOs national meeting and representing the diocese in other relevant meetings and networks, including liaison with other dioceses and partner organisations in the South West.



## Person Specification

Key Criteria	Essential	Desirable
Knowledge, Qualifications and Experience	<ul style="list-style-type: none"> <li>• Educated to Level 3 or equivalent.</li> <li>• Experience of carbon reduction or environmental programmes.</li> <li>• Experience of public speaking and working with groups.</li> <li>• Able to speak confidently of environmental action as part of Christian mission.</li> <li>• Familiarity with the culture and structures of the Church of England.</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of a professional environmental body, eg. IES, IEMA</li> <li>• Experience of supporting grassroots bodies or projects</li> <li>• Familiarity with organisations concerned with action for the environment and creation care.</li> <li>• Experience of development work with churches</li> <li>• Experience of working in schools</li> <li>• Experience of programme or event management or similar</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>• Analytical skills with the ability to plan and embed initiatives that have an impact on carbon reduction</li> <li>• Persuasive, ability to inspire and influence others</li> <li>• Strong presentation and communication skills</li> <li>• Networking skills, encouraging and co-ordinating individuals and groups including volunteers</li> </ul>	<ul style="list-style-type: none"> <li>• Project development</li> <li>• Ability to challenge constructively especially people who are unwilling to accept the scientific consensus on anthropogenic emissions as the main cause of climate change</li> <li>• Social media skills</li> </ul>
Work-related Personal Qualities	<ul style="list-style-type: none"> <li>• Willingness and courage to constructively challenge behaviour</li> <li>• Able to adapt to different personalities and contexts</li> <li>• Self-motivated and self-driven</li> <li>• Willingness to be flexible to changing situations</li> </ul>	<ul style="list-style-type: none"> <li>• Passion for needs of the Environment and the potential for the Church as a source of for good in creation care.</li> <li>• Having respect for other religions and belief traditions, opinions and views.</li> </ul>

## Main Terms and Conditions

Hours of Work	Part-time, hours negotiable to a maximum of 0.5 (18 hours)  Full time hours are 36 per week. Core office hours are 9am until 5.15pm Monday to Thursday and from 9am to 5pm on Fridays with an hour unpaid lunch break taken as appropriate. Some evening and weekend work will be required. Flexible working and home working will be considered
Salary	£32,000 - £36,000 per annum, pro-rata
Pension	Pension Scheme administered by the Church of England Pensions Board. The employer will contribute 10% of the employee's pensionable salary and the employee may choose to make an additional voluntary contribution of any proportion of their pensionable salary.
Holiday	25 days per calendar year plus bank holidays. The holiday year runs from 1 January to 31 December. Additional discretionary days are given at Christmas and Easter.
Expenses	All reasonable working expenses will be met at the agreed Diocesan rates.
Probation	This post will be subject to a 6 month probationary period.

