

Appointment of Director



Letter from the CEO

Dear Applicant

Thank you for your interest in Theos.

Theos has an established and deserved reputation as a credible voice for Christianity in public life. Built on 15 years of skilled and committed leadership in an environment often hostile to Christian presence, this is no small achievement.

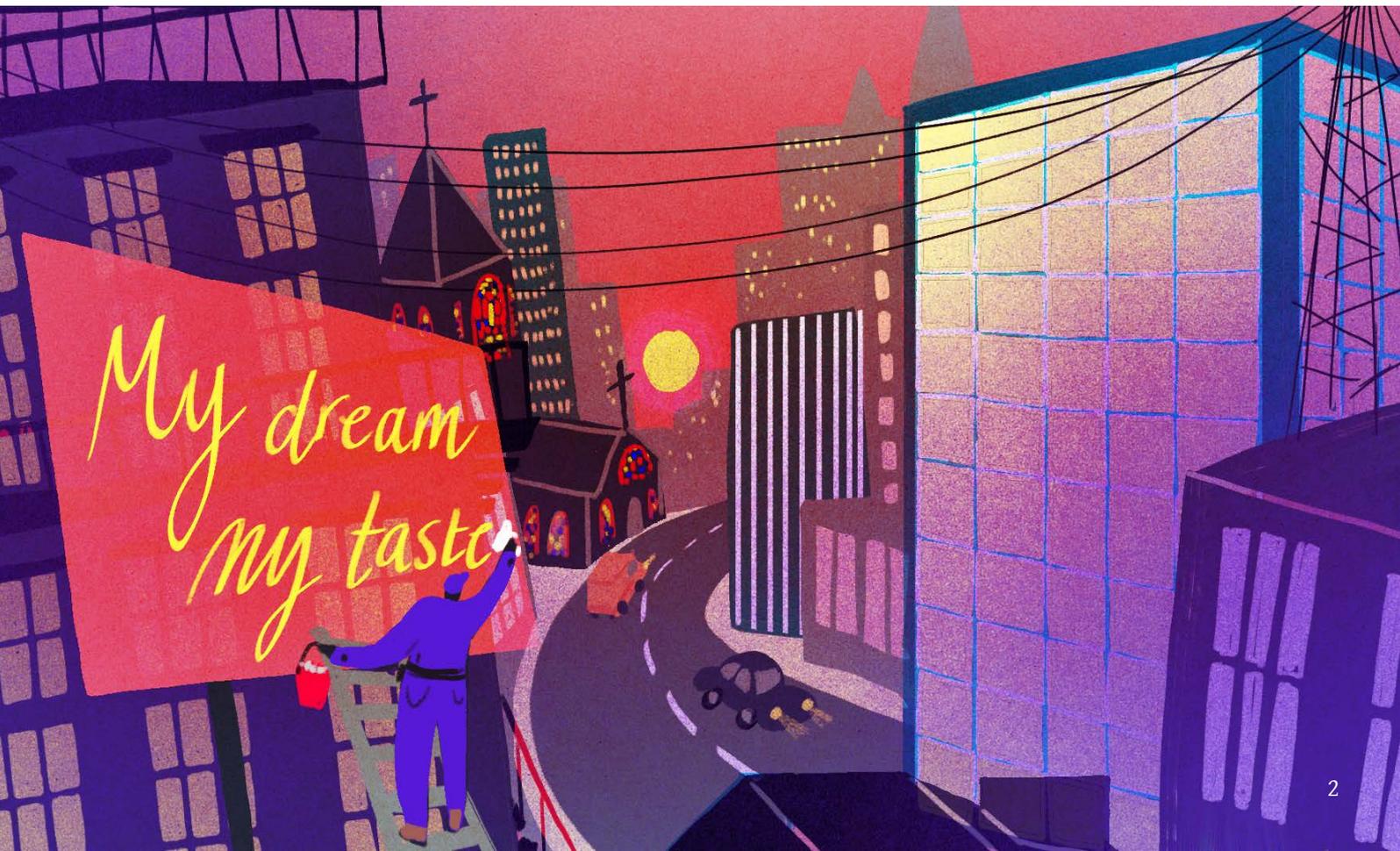
Looking ahead, the opportunities and the challenges are even greater. British society can now be spoken of as post-secular as well as post-Christian. Our public conversation is increasingly tribal and a common centre ground ever harder to find or hold. Yet at the same time, there is a growing openness to spirituality and faith, including Christian faith. It is in this context that we seek a leader with the vision, talent and courage to grow Theos' winsome and credible public posture into one that also communicates a clear biblical vision of the common good in ways that make sense to contemporary audiences.

Such a task is not for the faint-hearted. It requires a bold clarity combined with a deeply relational spirit to harness the wealth of talent within Theos and across Bible Society in order to engage effectively in this generational challenge.

If you sense this might be for you I look forward to hearing from you

Yours in Christ

Professor Paul S Williams
Chief Executive, Bible Society



Our mission

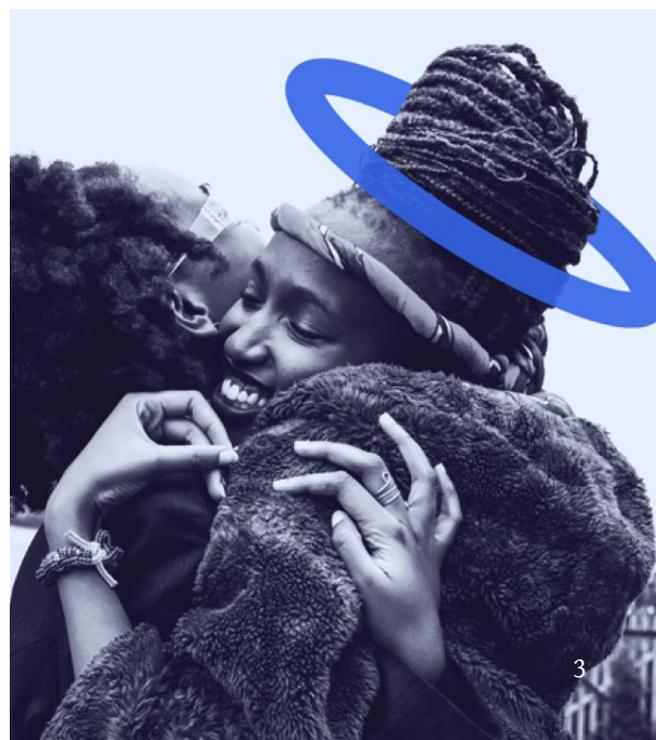
Theos is the leading UK religion and society think tank. Part of the British and Foreign Bible Society (Bible Society), we exist to enrich the public conversation around faith and belief, which is so often caricatured, misinformed or narrowly focused on a limited set of divisive issues.

Theos is motivated by the conviction that faith in general, and Christianity in particular, is a gift not a threat, and can be a profound source of wisdom and insight for enriching our common life. By drawing primarily on the Bible and the long tradition of Christian social and political thought, we bring an intelligent, biblically- and theologically-literate but non-tribal perspective to the public square, and seek to show how Christian thought and practice is part of the solution rather than the problem.

As a research organisation, we have authored nearly 80 books and reports since our foundation in 2006. These have covered a wide range of issues, from end-of-life to faith-based social action, secularisation to the establishment of the Church of England, freedom of speech to religious violence. In addition to our research, we host conversations (podcasts, events and lectures) as well as provide commentary and analysis on current affairs and popular culture, which appear regularly in the media.

Our strategic priorities

Theos is focused primarily (but not exclusively) on Britain. Religion in Britain retains a very high profile but is often the subject of misunderstanding and even hostility. Our overall strategic priority is to persuade those who have influence over public opinion that the Bible and Christian thought and practice rooted in it have a significant positive contribution to make to our common life, being both intellectually credible and socially beneficial. We believe that there is serious work to be done in shaping culture through engaging with those who have large audiences and significant voices. In an often adversarial public sphere, we want to do things differently, building relationships of trust that allow space for disagreement and understanding. A relational ethos runs through all of our activities.





How we are planning to achieve our goals through this role

At Theos we pursue our goals through three main approaches.

Firstly, we conduct a programme of robust and high-quality research, encompassing (1) biblical and theological work (e.g. studying biblical social ethics, Catholic Social Teaching, etc); (2) secondary social research (e.g. by drawing on academic literature and existing social surveys); (3) primary qualitative research (e.g. in-depth interviews), and (4) primary quantitative research (e.g. commissioning polling).

Secondly, we have an emphasis on excellent communication, and recognise the critical importance of good storytelling in a digital age. We have invested significantly in our on-staff communications specialists and are sector leaders in bringing a more narrative approach to the work we do. We produce podcasts, write blogs, run events and produce excellent visual materials including short films and animations. We place articles in the mainstream media and are often called on for comment.

Thirdly, we put a particular stress on building relationships of trust and respect, especially among those opinion formers who would not normally consider Christianity to be worthy of integrating into wider conversations. We maintain a tone of generosity and respect in all our work, even in critical encounters, and seek to engage with a wide range of different voices rather than 'preaching to the choir'.

An introduction to the role

The Director works with other members of the Theos senior leadership team to develop the strategy and give direction and energy to our mission. You will oversee the team and be responsible for its vision and culture. Representing Theos in public, alongside other relevant members of the team, you will speak in public on behalf of Theos, both in person (e.g. seminars, lectures) and in the media (e.g. radio and TV, when appropriate opportunities arise). You may also research and write for Theos.

The Director has responsibility for the budget for Theos, some of which comes from Bible Society and some from trusts, foundations, and individual supporters. You will work with the appropriate members of the wider team in cultivating relationships and putting together funding applications.

This role reports to the Chief Executive of Bible Society and contributes to its strategy.

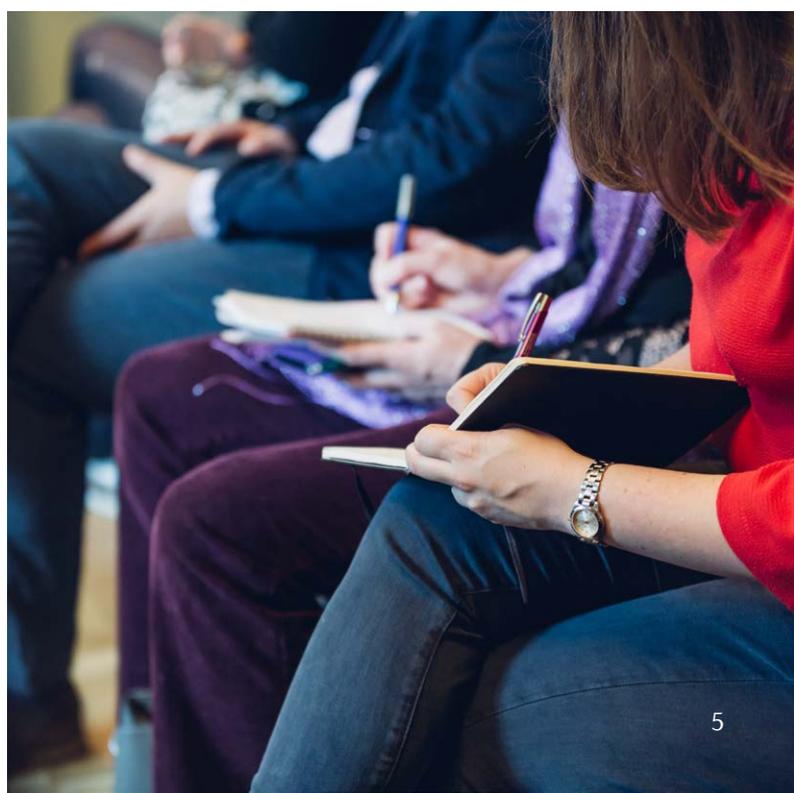
Reporting to you will be a Head of Research, Head of Communications and Senior Fellow at Theos.

This post will involve considerable cross-team working, notably:

- As a part of the leadership team at Bible Society reporting to the Board of Trustees.
- With Bible Society's Head of Research, Head of Bible Advocacy, Director of Communications and Marketing, and the Heads of the Fundraising, Finance and HR functions.

Purpose of the role

The Director leads and manages Theos, and represents it in public. Working collaboratively with the Chief Executive of Bible Society, you will identify both what Theos needs to achieve and the kind of organisation it needs to be to make this happen, and deliver these goals through inspirational leadership grounded in effective management.





Responsibilities of the role

Lead and manage Theos

- Develop, execute, monitor and review Theos' long-term strategy to enable it to achieve its objectives.
- Work with the Head of Research and Senior Fellow to develop, fund and deliver high-quality, influential research and publications, thereby building the intellectual capital and influence of Theos.
- Work with the Head of Communications to understand Theos' audiences through rigorous research and data analysis, and ensure our multi-platform communications, including written, audio and visual content are industry leading and effective at achieving Theos' objectives.
- Establish and encourage Theos' Senior Team to form excellent collaborative working relationships with Bible Society's Head of Research, Head of Bible Advocacy, Director of Communications and Marketing, Head of Fundraising and finance and HR functions.
- Lead the Theos team, creating a culture that reflects Theos' values and supports the delivery of objectives.
- Conduct regular one to one meetings and annual Performance and Development Reviews to manage, support and motivate direct reports and create a working environment in which they flourish and perform at a high level.
- Create a climate that attracts, retains and motivates high-quality staff and consultants across Theos.

Represent Theos

- Serve as Theos' principal representative and spokesperson across platforms (television, audio, print and digital), alongside other senior team members.
- Develop, train and mentor other members of staff to act as spokespeople for Theos, tailoring talent, skills and tone to different audiences.
- Develop and maintain excellent relationships with print and broadcast media.
- Increase Theos' presence in mainstream public debates on faith, ethics, identity and values.
- Ensure the key distinctiveness of the Theos brand is maintained across all outputs and audiences.
- Oversee the delivery of high-profile public events, including panel debates, annual lectures and round tables.
- Foster good relationships with government, statutory and voluntary bodies, together with other organisations relevant to achieving Theos' objectives.

Manage finances and other resources

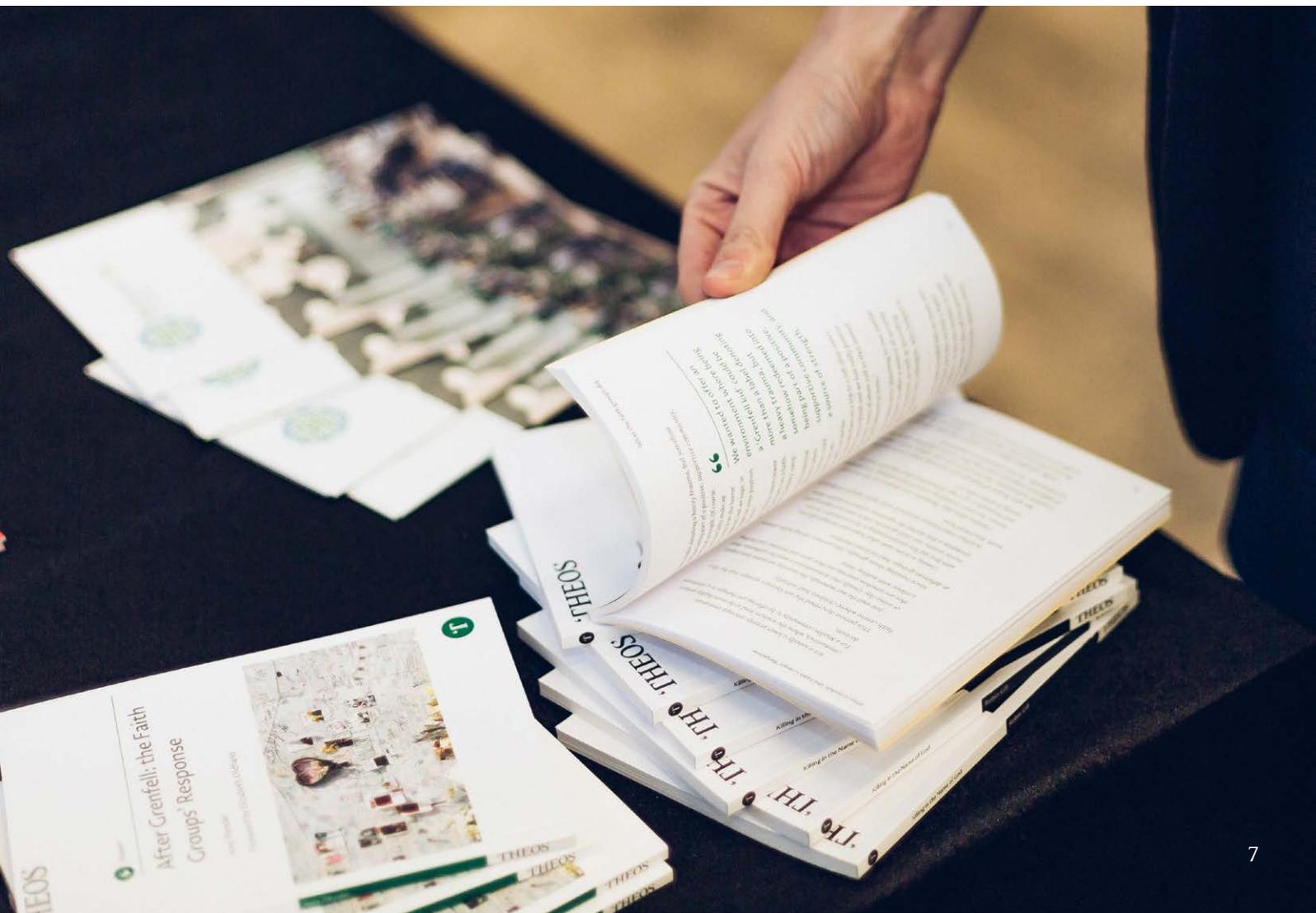
- Ensure that Theos has the human, material and financial resources to achieve its objectives and maintain its staff commitments.
- Develop the funding strategy, working with others to deliver it.
- With the support of Head of Research, Senior Fellow and individual researchers, identify, prepare and submit well-considered applications for funding, including from trusts, foundations and individual donors.
- Oversee and manage Theos' finances, including preparing an annual budget, re-forecasting that budget as appropriate, and monitoring and reviewing expenditure within parameters set by Bible Society's Chief Financial Officer.

Input into Bible Society's strategy

- Contribute to Bible Society's strategy direction, working through appropriate structures.

Ad hoc

- Adhere to Theos' and Bible Society's policies and standards in all your work.
- Carry out ad hoc duties, which may be required to ensure Theos maintains its effectiveness.
- Participate fully in the corporate life of Theos and Bible Society, by attending monthly All Staff Meetings in Swindon, when feasible, and departmental meetings as required.





Person specification

This post is subject to an occupational requirement that the holder be a practising Christian under Part 1 of Schedule 9 to the Equality Act 2010.

The kind of leader that we are seeking is described below.

- A committed Christian of any denomination or tradition, with a serious personal faith and a strong knowledge of the Bible and relevant theological traditions, who seeks to serve the breadth of the Christian Church nationally and globally.
- An ability to inspire through vision and values, creating and holding to a long-term strategic vision. Emotionally intelligent, self-aware and authentic.
- A team player, an active listener and seeks to honour others ahead of themselves.
- Entrepreneurial and creative.
- Actively seeking to understand what God might be saying in the developments of our times.
- Committed to and has a passion for the key audiences that Theos serves.
- Open to the different perspectives of others and maintains an open mind to the different perspectives of others and maintains an open mind.
- Collaborative, enjoying co-creating vision and strategy.
- Prayerful in all they do and will commit to praying for the work and workers of Bible Society.

As well as recruiting for talent, experience and expertise, Bible Society is also very interested in the character of its staff and would want to know how you demonstrate the following:

Character for leadership

You will be self-aware and know what it takes to connect well with others. This will enable you to inspire, challenge and support others such that you see your direct reports flourish and achieve defined outcomes.

Character for teamwork

You will demonstrate strong interpersonal skills, loyalty to and respect for colleagues, and a collaborative style of solving problems through a shared sense of common mission and purpose.

Character for followership

You will recognise the organisational structure, vision and mission and will constructively and proactively support this structure to operate effectively.

Experience required

Qualifications, experience, knowledge and skills:

- Excellent understanding of public theology and Theos' mission – with a proven ability to apply theology to the public sphere.
- An undergraduate or higher-level degree in an area of relevance to the work of Theos (theology, politics, religious studies, sociology, etc.).
- Proven experience of working with opinion-formers and decision-makers at all levels and ideally in both the public and private sectors, presenting content and argument to a range of audiences.
- Proven experience of initiating and sustaining relationships of trust and respect, including with people at the highest levels in governments as well as in politics, business, academia and the media.
- Significant experience of managing people with proven experience of motivating, supporting and developing staff.
- Excellent knowledge and experience of media (print, broadcast and virtual) and the political process.
- Solid understanding of ways in which research evidence and policy ideas can be promoted and applied in public- and private-sector decision-making.
- Ability to think strategically about the development and impact of Theos and the culture it aims to influence.
- Excellent communication skills – oral and written – with the ability to engage effectively with a wide variety of stakeholders at both organisational and public/media levels.
- Ability to engage and communicate sensitively and effectively across audiences of belief and non-belief.
- Strong intellectual and organisational skills, with a proven track record of innovative thinking and rigorous analysis as well as practical delivery.
- Ability to deliver major change projects, seeing them through to completion.
- Operationally confident, with experience of managing budgets.





Terms & conditions

Location: Great Peter Street, London (Theos Office). Bible Society will carefully consider flexible working patterns where possible, though regular physical presence at our Theos and Swindon Head office will be necessary.

Hours: Full-time - 37.5 hours a week. Some weekend working and availability at other locations and outside of normal working hours will be required.

Salary: in excess of £60,000.

Holiday: 25 days and then moving to 26 after 2 years plus all Bank Holidays. Three days of holiday have to be taken at Christmas as we do close over this period.

How to apply

Theos is working with Macaulay Search to make this appointment. Applications should be sent by email to mark.powys-smith@macaulaysearch.com

Macaulay
search

The closing date for applications is 5pm BST on Wednesday 28th July 2021.

Your application should comprise:

- A full CV including a full employment history showing responsibilities held and relevant achievements;
- A covering note of not more than one and a half pages summarising your motivation and reasons for being interested in this position.

Please do make mention of your fit with the Christian faith and motivation for Theos' mission;

- The names of two referees - one of whom should cover recent years of employment and one of whom should know you in a personal/faith capacity. These details will be held in strictest confidence and references will not be sought until later in the process and not without your prior agreement.

The process

A selection of candidates will be invited to a first interview via MS Teams on Tuesday 7th and Wednesday 8th September 2021. A second round of in-person interviews is scheduled for Thursday 16th and Friday 17th September. You can expect to hear from Macaulay Search if you have been invited for interview by the end of the day on Friday 20th August. Thank you for prayerfully considering this role. Please do be in touch with Mark Powys-Smith at Macaulay Search if you have any questions about this opportunity.