Appointment of Chief Executive

‘Forever, O LORD, your word is firmly fixed in the heavens. Your faithfulness endures to all generations.’ - Psalm 119
Bible Society is passionate for a world where everyone has access to the Bible and can recognise its value for them, their families and communities.

We believe that the revelation that God gives humankind through the Bible continues to be of vital importance for every generation and society. We believe that the Bible is more than a book – it can feed the spiritual health of every individual, provide life-giving wisdom for every sphere of society, and help all of us live in fruitful relationship with the environment we share. We do not dictate. Our aim is to see every individual and community equipped to discover for themselves the value of the Bible.

In a rapidly changing world, nationally and internationally, the types of need and opportunity are almost limitless. Cultural changes are happening with increasing speed, and globalisation is rapidly changing the way people connect. This calls for Bible Society to be increasingly responsive, creative and entrepreneurial. The Bible is communication, and digital media gives us extraordinary new opportunities to engage with everyone everywhere in locally relevant and accessible ways.

The task of translating, producing and distributing the Bible in every heart language in the world remains significant. The task of advocating for the Bible in every culture, and of helping every individual to engage with it, is even greater. We are filled with excitement about the possibilities, and a deep sense of hope about the value that the Bible can bring for all. We see a growing unity in the body of Christ around this value, and a growing need for the Bible’s message of reconciliation and peace in an increasingly fractious world.

We believe that we have a unique opportunity to rise to this challenge. We are based in the home of the global English language whilst also having a rich history of valuing and supporting local cultures and churches. We have extraordinary global connections, and we have a long history of valuing the contribution of diverse spiritual approaches within the body of Christ.

Bible Society is now recruiting a Chief Executive who is passionate about Jesus, a lover of the Bible, and able to lead Bible Society from strength to strength. Our new Chief Executive (‘CEO’) will help the Board define Bible Society’s strategy and values for this new era, and ensure effective delivery through spiritual and executive leadership and inspiration.

We are seeking a CEO who is able to read the times culturally and inter-generationally on a national and international basis. The CEO will be able to think and act innovatively, strategically and boldly. He or she will have a servant-hearted authenticity, and a management style that leads through team building and the application of the Scriptures. He or she will be skilled at building enduring external partnerships, and will be an engaging and effective ambassador for Bible Society.

The Board of Bible Society is asking the Lord for a time of courageous innovation and confidence in the power of the Bible. Please do consider whether you might invest your passions and gifts to help us realise our desire to see the world blessed through engagement with the Bible.
About Bible Society

Thomas Charles, William Wilberforce and others established The British and Foreign Bible Society, now referred to as Bible Society, in 1804. Our patron is HM The Queen, and our President is the Right Revd Richard Chartres, Bishop of London.

Bible Society was established as being and remains lay led. We work in fellowship with and serve the whole church irrespective of denominational or theological tradition. When we publish the Bible we do so without sectarian comment. Our approach is one of inviting 'conversation'.

Now operating under a Royal Charter, our charitable object is simply to encourage 'the wider circulation or use' of the Bible. We completed a review of our governance structure during 2015 with the benefit of professional advice.

We are keen to do more to help both the 'saints in the street' and the emerging generations, whether or not connected to church, engage with and appreciate the value of the Bible, both for them individually and for society.

Much of our national advocacy work has traditionally been through the media, education, the arts and politics. For example, the think-tank 'Theos' is part of Bible Society's family and has an effective and distinctive voice in the public arena. 'Open the Book', which through more than 12,500 volunteers delivers Bible stories to over 2,000 primary schools, is also a key Bible Society programme. We are active in Westminster, including each year helping to deliver the Parliamentary (National) Prayer Breakfast. We run a competition called 'The Pitch' that inspires innovative short films based on Bible stories.

Internationally, Bible Society is the founder of the global Bible society movement, now known as the United Bible Societies fellowship and referred to as UBS. Bible Society remains a significant servant of that fellowship, and much of our international work is delivered by working through or in partnership with UBS. The UBS fellowship is one of the world’s leading Christian organisations, with national offices and operations in over 200 countries. This ensures both global interconnection and local ownership.

Bible Society has particularly strong connections in China, the Middle East and Africa whilst also operating elsewhere. We are affiliated with Amity Printing, the largest Bible printing factory in the world based in Nanjing (140 million Bibles in over 100 languages over the last 30 years, half of which have been distributed within China). We have recently commissioned Amity to print the first high quality study Bible in China. We are working closely with colleagues in Syria, Lebanon and Jordan to meet the growing needs there at this difficult time. We are supporting numerous projects to translate the Bible into local heart languages. We have just concluded a successful African leadership conference in Malawi, and we are delivering increasing numbers of Bibles for highly successful work that is reducing recidivism rates in a number of African prisons. These are just examples of our multi-faceted international work.
Context

Bible Society is a thriving and stable organisation with committed and talented staff, ably led by James Catford who is stepping down after 14 years at the helm.

We have a strong and committed Board of trustees that is ambitious for creative and purpose-driven growth led by an outstanding new CEO. The CEO will join the Board of Bible Society.

Our income last financial year was over £19 million, with a surplus of £2.5 million before transfers and valuations, for which we give thanks to the Lord, our loyal supporter base and the customers of our commercial arm. We are operating in accordance with our policy of carrying a free reserve of between three and nine months projected revenue expenditure, with a target of six months.

We believe there is a significant opportunity for the new CEO to help Bible Society increase its income as it continues to improve the focus, delivery and communication of its strategy and as it accesses potential new donor audiences in this country and provides further value-added resources through its trading activities.

Bible Society is committed to the spiritual foundations laid by our founders over 200 years ago. We are, however, looking for a CEO who will bring their own unique talents and perspectives to the task of interpreting how best to make the Bible available, accessible and credible in this new season.

We are looking for a CEO who has had experience of leading transformative organisational development – someone who has a joy in exercising the kind of leadership that can consolidate past achievements, be visionary about the future, and then lead others into that arena.
Role Description

The CEO will join a strong team in seeing Bible Society grow and strengthen its impact. It will be the particular responsibility of the CEO to:

Vision and Strategy
- Have a ‘listening ear’ to God and to create, with the Board, an environment in which others within Bible Society do likewise.
- Propose to the Board, and assist the Board in shaping and agreeing, Bible Society’s vision, mission, strategy and values in accordance with Bible Society’s founding principles.
- Champion personally, internally and externally, Bible Society’s founding principles and the unique value of the Bible for individuals, families and communities.
- Ensure that Bible Society’s mission can be delivered on a long-term, sustainable basis, including through encouraging appropriate innovation, creativity and impact as well as revenue growth.

Leadership
- Provide overall executive leadership of the Society and inspire a team of over 120 staff with the mission of Bible Society, embedding the values of Bible Society in the culture and working practices of staff.
- Develop and empower the Leadership Team, ensuring that they have the resources necessary to excel in their roles.
- Ensure that the Leadership Team and the Board assess and respond to Bible Society’s strengths, weaknesses, opportunities and threats, including through keeping abreast of relevant faith and societal trends nationally and globally.
- Enable Bible Society to foster a thriving leadership and management culture and to adapt the structure to best deliver the vision, mission, strategy and values of Bible Society.

Representation
- Build a strategic network of positive relationships for Bible Society at senior levels in church and society, ensuring that the reputation of Bible Society is confidently, humbly and honestly promoted and managed.
- Personally represent Bible Society in the media and the public arena and in Christian circles.
- Ensure that Bible Society plays a full and effective role in the UBS fellowship, including through both contribution and learning.

Stewardship
- Develop the appropriate infrastructure and income to deliver Bible Society’s mission.
- Ensure that Bible Society has in place adequate policies and procedures to evaluate and manage financial, operational, market positional, reputational and other risks, and to ensure compliance with all legal and regulatory requirements.
- Assist the Board by providing sufficient information from and engagement with the Leadership Team so as to enable the Board regularly to assess effective delivery and evaluate the management of risk.
- Assist the Board in finalising the implementation of its governance review, and to comply personally with, and assist the Board in complying with, Bible Society’s resultant governance manual.
- Be a trustee of Bible Society and a director of such other organisations with which Bible Society is affiliated as the Board may determine.
Person Specification

Faith
- Demonstrable commitment to greater universal access to the Bible, through personal, communal or public Scriptural engagement.
- Active Christian faith firmly rooted in the Bible as the authoritative word of God.
- A passionate concern to see greater use and understanding of the Bible by Christians and wider society.
- Proven ability and concern to work across the Christian church spectrum without denominational bias.

Leadership
- Strong leader, skilled and experienced in managing a large team, taking initiative, conveying passion, embedding attitudinal change, and motivating for success.
- Operationally confident, with the experience of managing substantial budgets.
- Confident with new technology and digital media.
- Proven experience of negotiating and influencing at a senior level, combined with strong networking, interpersonal and collaboration skills.
- Demonstrable ability to work in creative partnership with others such as governing board and highly skilled colleagues.

Communication and external relationships
- Excellent written and verbal communication skills, with experience of representing an organisation to a wide range of audiences, including strong presentation performance.
- Able and willing to travel nationally as well as internationally, when required, with the legally required documentation e.g. passport and full driving licence.
Personal Attributes

The Board believes that character and behaviour are as important as competence, and that it is important for the CEO to have, develop and model a number of personal attributes.

The Board believes Bible Society will be best led by a CEO who:

- Is a passionate follower of Jesus, loves and has a strong knowledge of the Bible and seeks to serve the breadth of the Christian church nationally and globally.
- Inspires through vision and values, creating and holding to a long term strategic vision.
- Is emotionally intelligent, self-aware and authentic.
- Develops and empowers others, leading through team and partnerships.
- Is motivational, innovative, entrepreneurial and encouraging of creativity.
- Is conscious of the needs and gifts of the rising generations.
- Has a commitment to and a passion for the key audiences that Bible Society serves, nationally and internationally.
- Is committed to lay agency.
- Is decisive, and experienced at blending trust in God with human endeavour.
How to Apply

Bible Society is working with Macaulay Search to make this critical appointment.

Bible Society will offer a competitive salary for the post. Our head office is at Trinity Business Centre, Swindon.

Applications should be sent by email to BibleSociety@macaulaysearch.com and must be received by 12pm on Thursday, 21 January 2016.

Your application should comprise:

- A mandatory covering note of not more than two pages outlining your motivation and relevant experience for the role.
  - Please do mention your fit with the Christian faith and motivation we seek in our CEO. Christian faith is an Occupational Requirement for this position.
  - This covering letter should also include the names of your three referees. Please note – these referees will not be contacted until late in the process and with your prior agreement. The names and details of your referees will be held in strictest confidence.
- A full CV, including educational and professional qualifications, a full employment history showing the more significant positions, responsibilities held and relevant achievements.

The longlist meeting will take place at the end of January. Longlisted candidates will be invited to interview with Macaulay Search in early February. Shortlist interviews will be held during the week commencing 15 February 2016.

The successful candidate will be expected to take up the post of Chief Executive as soon as is reasonably possible.