**Context**

St Luke’s is a pioneer parish working with the community in one of the poorest parts of the city in Portsmouth.

Bridgeway is an innovative pioneer mission initiative that started in 2019. Partnering with other agencies, this project engages with hard to reach young people in the City. Our focus is to build trust and support young people in the difficult issues they face. Bridgeway is passionate about encouraging young people to flourish and be confident in their own identity.

This parish initiative is embedded and valued in the local community. Now we feel God is calling us to widen the missional reach of the project.

To do this, we are looking for an experienced leader who has the ability to scale up the project to operate city wide.

**Head of Bridgeway**

The head of Bridgeway will be responsible for the strategic leadership of the project

To ensure that the missional priorities of the project remain central for its purpose.

To ensure that the Bridgeway project is underpinned by robust safeguarding and effective operational policies and procedures.

To champion equality, diversity and inclusion across the Bridgeway Project and ensure the voice of young people is integral to everything we do.

40 hours flexible to include evenings and weekends as necessary

Salary £30,000

Based at St Luke’s church, Reporting to the Vicar of St Luke’s

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| **Job Description** | To lead and pastor a team of staff and volunteers to grow and deliver city-wide provision through the Bridgeway Project.To sustain and develop the Bridgeway Project prayerfully and strategically, celebrating Kingdom stories and fruitfulness, encouraging creative faith formation and development.To continue to build and maintain close relationships with public, council, charitable agencies within the city and to develop partnerships with other relevant organisations.To be an effective steward of the finances and other resources of the project by ensuring appropriate financial plans, administration and monitoring systems are kept up to date and in line with best practice. To be the Bridgeway Project Safeguarding lead and demonstrate ongoing commitment to safeguarding practice to the highest standards .To develop and implement a quality assurance framework providing continuous improvement, ensuring services are delivered effectively in line with Bridgeway’s values and to the standards which enable young people’s welfare to be safeguarded and promoted. To work with the Volunteer Co-ordinator on the further development and delivery of an internal training programme to ensure volunteers are suitably inducted, able to develop their skills and apply practical application to their learning.  |

**Head of Bridgeway**

 **Person Specification**

**Job Title: Head of Bridgeway**

**Responsible to: Vicar, St Luke’s Church, Southsea**

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| **Experience** |  |
| A heart for inner city mission and faith development | **E** |
| Knowledge and sound understanding of safeguarding principles | **E** |
| Proven experience of capacity building a project | **E** |
| Experience of leadership and management of a growing project | **D** |
| Experience of building positive external relationships with funders, and other organisations, promoting ideas and influencing decision makers | **D** |
| Experience of developing effective tools, systems and processes to support operational delivery and demonstrate impact | **D** |
| Qualification to degree level or above | **D** |
| **Skills** |  |
| Ability to motivate and manage the performance of team members to ensure excellent practice. | **E** |
| Ability to work cooperatively with others and as part of a team. | **E** |
| Ability to adapt readily to change and work effectively with a wide variety of situations, groups or individuals. | **E** |
| Ability to present and negotiate confidently with senior figures from a wide range of organisations. | **D** |