



Job Title: Project Development Leader (Cascade Wellbeing Project)

Responsible to: Chair of Project Steering Group

Background

The Diocese of Rochester, in partnership with the St Benedict's Centre, is looking to develop a wide-ranging programme of proactive and reactive support for the health and wellbeing of lay and ordained leaders in the Church of England (and in due course ecumenically) in Kent and East Sussex. When fully operational the project will be a wellbeing programme delivered by St Benedict's Centre in partnership with other providers (e.g., the Clergy Support Trust, Sheldon, St Luke's, St Marylebone's Health & Counselling, Canterbury's 'Living Well', CPAS, Thrive Worldwide, and Wellbeing People, among others).

Programme elements may include:

- Day conferences on wellbeing, led by expert keynote speakers.
- Bi-monthly 'spiritual health checks' to include input from experts including Spiritual Direction, the Diocesan Director of Mission & Ministry, counselling services, and financial experts.
- Support Days for leaders addressing a variety of topics such as burnout, fitness, diet, money, mental health, isolation, retirement, and urban/rural ministry.
- Support for people in varied roles and situations including chaplains, retired clergy, clergy spouses/partners, and senior staff.
- Therapeutic help and counselling.
- Peer-to-peer reflective groups.
- A focus on contemplation and prayer, drawing on our setting alongside the Abbey.
- Partnership with St Augustine's College to integrate wellbeing into ordination and lay training.
- Developing online self-directed modules using a variety of material from the above.

The ambition is for *Cascade* to become the 'go-to' place for help and support around issues of wellbeing for leaders across the diocese and beyond.

Project Development Leader

The St Benedict's Centre has procured funding to appoint a half-time post of Project Development Leader for a period of 12 months, who will be responsible for leading the project 'from idea to implementation', with a programme launch in January 2026.

The essential tasks for the Project Development Leader will be:

- Consultation:
 - run an effective consultation process with leaders (lay and ordained) across the diocese to understand the most pressing challenges on wellbeing for frontline church workers, and which interventions would be most useful to them (and which would enable them, in turn, to support others).

- Consult with key figures in neighbouring dioceses, and other denominations as appropriate, to discern if the project could have wider benefit beyond the Diocese of Rochester's Anglican networks
- Building partnerships:
 - Develop the necessary partnerships with other organisations to enable delivery of an effective programme.
- Research/review:
 - Conduct a desktop exercise to review academic and other relevant data around best practice and what works.
- Programme development:
 - Plan the programme of events for Year 1, ensuring all the required processes are in place and that there is sufficient funding to deliver the project.
- Staff recruitment:
 - Identify and help recruit the staff roles required for the implementation phase.
- IT development:
 - Work with the St Benedict's Centre website provider to develop the project's web and social media/digital presence, including an online learning facility
- Governance:
 - Propose appropriate governance structures for the implementation phase.
- Evaluation:
 - Create an evaluation and learning framework for the project.
- Steering Group:
 - Throughout the development phase the project will have a Steering Group chaired by the Bishop of Tonbridge. The Project Development Leader will provide executive support to the *Cascade* steering group.

Person Specification

- Committed to the values and vision of the Diocese of Rochester and the St Benedict's Centre
- Experience of leadership in a church setting
- A good track-record of project management
- Understanding and experience of wellbeing issues for frontline workers
- Knowledge and experience of therapeutic processes and interventions
- Excellent relational skills, and the ability to relate across social and cultural boundaries
- Excellent oral and written communication skills
- The ability to think strategically and 'make things happen'
- Able to work flexibly



- A well-motivated self-starter

