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## What is 'Llan'

Pilgrimage, Welsh-language and Enterprise are the key streams of a new Diocese of Bangor project that has received support from the Church in Wales's Evangelism Fund, which is offering grants for major diocesan projects which focus on growing the church.

"Llan" is a £3m, seven-year project that will see the development of new ministries across the diocese focused on reaching out in new ways to our communities with the love of God in Christ. Llan will enable us to develop our pilgrimage ministry across the diocese, to grow a new Welsh-language church community, and to launch four social enterprises pioneering a new sort of Anglican presence and witness in four of our towns and villages.

## Pilgrimage

Llan's emphasis on Pilgrimage will allow us to celebrate places, buildings and landmarks that hold the breadth of our Christian heritage. We will invest in six new centres of excellence around the diocese, and in new and old pilgrim pathways that will criss-cross the diocese. More importantly, we will also invest in people through training welcomers and guides to become excellent at telling our Christian story and inviting visitors to become true pilgrims by interweaving their own story with the living story of faith.

## Language

Llan's emphasis on Language will see us growing a new Welsh-language church community, supported by a gap-year scheme that will allow up to five young people each year to get a taste of Welsh-speaking Christian ministry. In addition, we will develop a range of Welsh-language Anglican resources to support learning, worship and innovation.

## Enterprise

Llan's emphasis on Enterprise will enable us to establish four new hubs of community activity in the diocese. Be it a café or a pub, art space or a workshop for local emerging small businesses, a hostel for hill-walking school parties or a newsagent in a village where services are scarce, we will launch justice-oriented enterprises that will make a contribution to local communities, as well as providing a space for a brand new type of church to gather.

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Llan will be supported from Tŷ Deiniol, the diocesan offices in Bangor, but it is a diocesan wide project which will have an impact across north-west and mid Wales.

## Job Description - Associate Director of Llan

### Job Purpose

The Associate Director of 'Llan' assumes overall responsibility for the efficient management and delivery of the project. Working closely with the Diocesan Secretary, The Bishop's Council, Diocesan Council and the Thinktank, the Associate Director is responsible for setting and delivering the strategic direction of 'Llan'. Acting as 'Llan's' principal leader, the Associate Director is responsible for leading the Project Team.

The Associate Director is expected to lead by example, providing energetic, visible, inspiring and collaborative leadership throughout the project taking personal responsibility for the delivery of all aspects of 'Llan' and its services while empowering others to do the same.

### Main Responsibilities

1. Project-managing the delivery of the Llan project, by:
    - a) following a standard process, as defined by the Project Management Institute (PMI) UK, and creating and maintaining comprehensive project documentation
    - b) planning – including by setting specific goals and objectives, and producing schedules and timelines for tasks
    - c) leading and motivating the project team
    - d) managing the project - including by coordinating the project team to keep them on track, keeping the project on budget and ensuring resource availability and allocation
    - e) developing a detailed project plan to track progress, and carrying out monitoring and control activities in order to track the progress of the project
    - f) reporting regularly to the Bishop's Council and the Diocesan Council
    - g) developing proposals for longer-term sustainability and closing the project including evaluating successes and challenges
  2. Managing time and energy to ensure a 40% focus on the Pilgrimage stream, 20% on the Language stream, and 40% on the Enterprise stream
  3. Within the Pilgrimage stream, ensure the delivery of outputs by:
    - a) Recruitment and induction of a Director of Marketing, Development & Sustainability with a focus on building up new faith-tourism commercial capacity within Tîm Deiniol
    - b) Establishment of partnership agreements with Cadw and the Royal Commission on the Ancient and Historical Monuments of Wales
  4. Within the Language stream, ensure the delivery of outputs by:
    - a) Identification of the host Ministry Area for the fresh expression of Church and the residential community
    - b) Recruitment of a Pioneer Community Leader to take a lead in serving and listening to the local Welsh-language community
    - c) Recruitment of a Welsh Language Mission & Evangelism Enabler
  5. Within the Enterprise stream, ensure the delivery of outputs by:
    - a) Identification of two Pioneer Activists
    - b) Formalisation and commencement of a bespoke training and induction programme with elements from the Church Mission Society ("Make Good" missional entrepreneurship training module) and the Church Army (social enterprise leaders' training programme)
    - c) Identification of two locations and enterprises, and the commencement of detailed business planning
    - d) Identification of two support teams from within the host Ministry Areas
  6. Contribute to shared learning throughout the Diocese of Bangor and the Church in Wales on the basis of the impacts of all Llan streams
  7. Engage fully in a line management relationship with the Diocesan Secretary.
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### **Person Specification - Associate Director of Llan**

- Experience of leading and motivating a project team
- Experience of project reporting to senior management
- Excellent time management skills
- Understanding the role of the Diocese of Bangor and its Vision Statement
- Excellent organisational and managerial skills
- Excellent communication skills and confident in liaising on all levels
- Excellent interpersonal skills in group and one-to-one situations with strong negotiating, influencing and persuasion abilities
- Knowledge and experience of successful project management
- Track record of managing successful programme and project delivery in line with desired outcomes and agreed quality, time and cost limits
- Experience of working successfully on multiple projects at the same time
- Demonstrable experience of identifying and managing project interdependencies and implications that cross service boundaries. Programme and project management methodologies, tools and techniques:
- Proven experience of appropriate use of project management tools and techniques to enable successful programme and project delivery Partnership and Collaborative working
- Experience of building and maintaining constructive partnership and collaborative relationships
- Demonstrable experience of working with internal and external customers, partners and suppliers to manage and deliver complex projects
- Knowledge and experience of how to secure strategic influence and successful business negotiation to achieve required outcomes.
- Successful experience of managing contractors to achieve specific required outcomes
- Experience of sound financial management in line with agreed budgets and timescales
- Successful experience of managing project teams to achieve required objectives in situations.
- Demonstrable experience of delivering programmes and projects to desired outcomes and within quality, time and cost.

### **Skills and Attributes**

- Ability to see and understand the bigger picture and to relate it to own work programme and projects Management
- Ability to plan and organise and to ensure that deadlines and agreed targets are met
- Ability to lead a team and to delegate responsibility while maintaining overall direction in order to effectively manage change
- Ability to work as part of a team, to lead key areas of work and to mentor colleagues who are leading on other aspects
- Ability to adapt personal style to meet the circumstances of a situation and so enable the constructive and positive progress of issues and projects.
- Ability to adapt and willingness to get involved in a variety of activities
- Ability to plan and manage budgets and to exercise firm financial control and budgetary management across programme areas and individual projects
- Able to build and maintain strong and constructive business relations with internal and external customers and partners
- The ability to speak Welsh is desirable for the role

Please return your CV along with the covering letter of application via email to:

Paul Roberts

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