



## Head of Community Resilience

**Thank you for your interest in the role of Head of Community Resilience at Church Urban Fund (CUF).**

Our vision is to 'end poverty, together'. Crucial to this vision is the impact of communities of hope, acting together, to serve and strengthen society, equipping people, churches and other faiths and community groups to make a difference where they live.

This work will oversee our portfolio of existing community resilience work: Near Neighbours programme (focused on interfaith engagement and local partnership), the Catalyst programme for diverse young leaders, our network of nearly 1,000 Places of Welcome venues. and the Windrush Day grant scheme. But it will also allow scope for the development of new projects and programmes that help build community resilience, understanding and cohesion in the rapidly changing context of modern-day Britain.

To help us achieve our vision, we are looking for a Head of Community Resilience who is passionate about ending social division and will encourage hope at the centre of the places we live. We are looking for someone who is skilled in building meaningful partnerships, as we know CUF cannot do this work alone. Someone who has experience of working with a range of stakeholders and understanding the political landscape and sensitivity around communities. This role sits at the intersection of faith-based community action, cohesion and inclusion, and inter faith work, addressing the social fractures of a changing Britain with care and credibility.

If you feel that this role could be for you, we would love to hear from you.

A handwritten signature in black ink that reads "Rob".

Bishop Rob Wickham  
Chief Executive Officer



## About Us

At CUF, our mission is to tackle complex challenges like poverty and exclusion across England by mobilising people, churches, and whole communities to make a positive difference.

Through programmes like Growing Good, Places of Welcome and Positive Pathways, we aim to transform the lives of those in poverty and strengthen communities by reducing loneliness, increasing self-confidence and building stronger communities.

### The CUF family currently consists of:

**TOGETHER  
NETWORK**+

A network of charities, founded and convened by CUF, that promotes collaborative, local social action through network building, strengthening of relationships and the development and delivery of programmes to tackle social issues including food poverty, loneliness and homelessness. The Together Network currently has 15 core partners, and we are seeking to grow the network.

**NEAR  
NEIGHBOURS**

The focus of Near Neighbours is on building bridges between people of different faith groups, cultures and backgrounds. By encouraging people to get to know each other and work together, relationships of trust – which transcend difference – are built and neighbours are empowered to improve their communities together.

**JUST  
FINANCE  
FOUNDATION**

The work of the Just Finance Foundation is to promote a fairer financial system that equips people to manage their money better.

A key focus is on helping primary-aged children develop a positive relationship with money and embed habits, learning and behaviours that build financial resilience into adulthood.

## Our vision

A future where everyone in England can access a community of support when they need it most.

## Our mission

To tackle complex challenges like poverty and exclusion across England by mobilising people, churches, and whole communities to make a positive difference.

## Our local approach

We understand that local people know their communities best, so we make sure local skills and knowledge are amplified and valued in everything we do. We work with and invest in local people, churches and community groups to tackle urgent issues, provide life-changing support and raise money.

## Our Christian values

As a Christian organisation, we are motivated by a vision of the world as God intends it to be. We are passionate about building communities where material needs are met and everyone feels connected, valued, and loved.

### Our work is guided by the following theological principles:

- We are drawn by the vision of a world as God intends it to be.
- We are driven by the biblical cry for righteousness, justice and peace.
- We are directed by Christ's example to prioritise those experiencing injustice, poverty and inequality.

## Culture and values

CUF is an inclusive organisation with a diverse workforce. Our aspiration is to build a workforce that is truly representative of the communities we serve, and diversity is an asset in helping us create an inclusive, welcoming environment for all.



# Head of Community Resilience

## About the role

The Head of Community Resilience leads the delivery, development, and sustainability of Church Urban Fund's work on social resilience, strengthening relationships and trust between individuals, communities of faith, and institutions, including the Church of England. Rooted in our mission to end poverty together, this role is central to our work on relational poverty, identity, belonging and social cohesion.

This portfolio includes oversight of the Near Neighbours programme (focused on interfaith engagement and local partnership), the Catalyst programme for diverse young leaders, our network of nearly 1,000 Places of Welcome venues, and the Windrush Day grant scheme. It also holds responsibility for forging new programme strands that respond to societal divisions, nurture local leadership, and elevate the voices of marginalised groups.

This is an operational leadership role responsible for ensuring high-quality delivery across complex, partnership-based, and politically sensitive programmes. The postholder will oversee a small delivery team, hold budget responsibility, manage key stakeholder relationships, and ensure programmes remain compliant, credible, and impactful.

The role works closely with the Senior Leadership Team to implement emerging organisational strategy within the community resilience space. While not a member of SLT, the Head will play a critical role in translating strategic priorities into effective and responsible delivery, alongside the other 'Heads of' within the organisation.

The work sits at the intersection of faith-based community action, cohesion and inclusion, and inter faith work, addressing the social fractures of a changing Britain with care and credibility.

## Job Description

**Location:** Home based with regular travel to London

**Contract:** Permanent

**Hours:** 28 hours per week (0.8FTE)

**Salary:** £40,000 pro rata (£50,000 FTE)

**Annual Leave:** 22 days + 3 discretionary days

## Key responsibilities

### Programme Delivery and Oversight

- Lead the effective delivery of the community resilience portfolio, ensuring programmes meet agreed outputs, outcomes, and contractual requirements
- Ensure Near Neighbours continues to strengthen relationships between people of different faiths and backgrounds, supporting local interfaith partnerships with clarity and consistency
- Oversee programme monitoring, evaluation, and reporting to funders and trustees
- Ensure delivery standards are proportionate, accountable, and sensitive to local community

dynamics

- Maintain oversight of safeguarding practice within programmes, ensuring robust understanding of policy and risk management
- Identify and manage operational and reputational risks in politically sensitive environments

### **Service Development and Continuous Improvement**

- Review and refine programme models to ensure clarity of offer, operational efficiency, and alignment with funder expectations
- Lead service improvement or redesign activity where required, particularly in response to changes in funding, policy, or delivery context
- Contribute to the development of new strands of work within the community resilience space, guided by SLT priorities
- Strengthen internal systems and delivery infrastructure to support sustainability

### **Stakeholder and Partnership Management**

- Maintain constructive and credible relationships with relevant government departments and public bodies
- Act as a senior point of contact for local delivery partners and hub organisations
- Build and sustain relationships with faith leaders, local authorities, and civil society partners
- Navigate complex and sometimes contested community contexts with discretion, sound judgement, and political awareness
- Represent the organisation externally in line with agreed messaging and positioning

### **Funding and Financial Management**

- Hold responsibility for budget setting and budget management across the portfolio
- Work with SLT and fundraising colleagues to support funding bids, reporting, and renewal discussions
- Ensure accurate financial monitoring and clear reporting to funders
- Contribute to identifying sustainable income opportunities aligned with programme priorities and in partnership with our fundraising team.

### **Team Leadership**

- Line manage and support the delivery team working across the community resilience portfolio
- Ensure clarity of roles, accountability, and performance standards
- Foster a culture of professionalism, inclusion, collaboration, and reflective practice
- Ensure team capacity aligns with programme demands

### **Strategic Contribution**

- Work with SLT to help establish and implement the organisation's evolving strategy in community resilience
- Translate strategic priorities into clear operational plans
- Provide insight from delivery into wider organisational decision-making

## Skills and experience

### Person Specification

<b>Experience</b>	
<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Significant experience leading and delivering community-based, faith based or partnership-led programmes</li> <li>• Experience working with faith communities or within interfaith or cohesion-focused settings</li> <li>• Experience managing complex stakeholder relationships, including government or public sector partners</li> <li>• Experience operating in politically sensitive or contested environments</li> <li>• Experience holding budget responsibility and financial oversight</li> <li>• Experience line managing and developing teams</li> </ul>	<ul style="list-style-type: none"> <li>• Experience managing government-funded contracts</li> <li>• Experience overseeing grant-making programmes</li> <li>• Experience contributing to funding bids and funder reporting</li> <li>• Experience leading service redesign or improvement initiatives</li> </ul>
<b>Knowledge and Understanding</b>	
<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Strong understanding of community cohesion, interfaith engagement, and social resilience</li> <li>• Awareness of safeguarding principles and risk management in community settings</li> <li>• Understanding of how local partnerships function, including power dynamics and trust-based relationships</li> <li>• Understanding of the funding environment for community or cohesion work</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current policy debates relating to integration, cohesion, or social division</li> <li>• Understanding of the voluntary and faith-based sector landscape</li> </ul>

<b>Skills and Capabilities</b>	
<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Strong operational leadership and delivery focus</li> <li>• Sound judgement and discretion when navigating sensitive issues, highlighting a need for a highly developed faith based literacy.</li> <li>• Ability to balance relational partnership with accountability and performance management</li> <li>• Clear and credible communication skills, both written and verbal</li> <li>• Ability to manage competing priorities and respond calmly under pressure</li> <li>• Financial literacy and confidence managing programme budgets</li> <li>• Ability to translate strategic direction into practical delivery plans</li> </ul>	<ul style="list-style-type: none"> <li>• Experience representing an organisation externally</li> <li>• Experience presenting to trustees or senior stakeholders</li> </ul>
<b>Personal Attributes</b>	
<ul style="list-style-type: none"> <li>• Calm, measured, and politically aware</li> <li>• Relational and credible with diverse faith and community leaders</li> <li>• Comfortable holding complexity and ambiguity</li> <li>• Principled, with a strong sense of integrity and fairness</li> <li>• Collaborative in approach but confident in decision-making</li> <li>• Motivated by strengthening relationships, trust, and belonging across communities</li> <li>• Sympathy with the mission and values of Church Urban Fund</li> <li>• Comfortable working within a Christian-rooted organisation that partners across faiths</li> <li>• Commitment to inclusion, dignity, and building bridges across difference</li> </ul>	

**This job description is a statement of requirements at the time of writing, and it should not be seen as precluding future changes after appointment to this role.**

## How to apply

For an informal conversation about this role and for more information, please contact our Deputy Chief Executive, Rev'd Adam Edwards [adam.edwards@cuf.org.uk](mailto:adam.edwards@cuf.org.uk)

To apply, please email an up-to-date CV and covering letter (no more than 2 pages) outlining your relevant skills and experience, relating to the listed responsibilities and person specification to:

HR Officer, Email: [hr@cuf.org.uk](mailto:hr@cuf.org.uk)

**Closing date: 17:00 Monday 16<sup>th</sup> March, with interviews to be held on Tuesday 24<sup>th</sup> March in London.**

***Church Urban Fund is an equal opportunity employer and values diversity.***

**We believe in the power of relationships and community to change lives.**

Church Urban Fund is a registered charity in England and Wales (297483). A company limited by guarantee (02138994)  
Registered address: The Foundry, 17 Oval Way, London SE11 5RR.

Just Finance Foundation is a UK Registered Charity No. 117205