

JOB APPLICATION PACK

Regional Chief Technology Officer

APPLICATION DEADLINE: FRIDAY 3 APRIL AT 10AM



About the role

Thank you for your interest in this role. Hopefully this application pack will give you the information you need in order to submit your application to us. There's a link further down to download the job description as well as further details on how to apply.

About the role

This is an exciting new opportunity to shape the future of technology and digital capability across five South West charities. We are seeking an exceptional Regional Chief Technology Officer who is motivated by both challenge and purpose — someone who can harness technology to make a tangible difference to how our faith-based charities support church communities.

Working across Bath & Wells, Bristol, Exeter, Salisbury and Truro, this role offers a rare platform to influence at scale. The successful candidate will lead a region-wide programme of digital transformation and process optimisation, helping modernise systems, strengthen cyber resilience and unlock efficiencies that release resources for mission and ministry.

This is not technology for its own sake. We are looking for someone who combines strategic insight with practical delivery — a leader who can translate complex technical possibilities into real-world improvements for staff, clergy and volunteers. You will play a key role in shaping the responsible adoption of emerging technologies, including AI, while ensuring strong governance, security and compliance.

Success in this role will require excellent relationship-building skills and a highly collaborative approach. You will work closely with senior leaders across five independent charities, each with its own context and culture. Regular travel across the South West will therefore be essential, with an expectation of spending time onsite in each diocese.

We are looking for someone who is curious, resilient and values-driven — a person energised by complexity and motivated by the opportunity to serve communities through smarter, more effective use of technology. If you want your work to have visible, lasting impact, this is a role where you can truly make a difference.

You will be someone who:

- Has exceptional communication and translation skills, and able to convey complex technical concepts in clear, accessible language and influence a wide range of non-technical stakeholders with confidence.
- Is a strategic yet pragmatic thinker; someone who sees the big picture and aligns technology with organisational priorities, while remaining hands-on and focused on practical, value-adding solutions.
- Is a collaborative and emotionally intelligent leader, with the ability to build trust and consensus across diverse stakeholders and cultures, leading change with empathy, credibility and sensitivity.
- Is resilient and delivery-focused, proactive and self-motivated, with the drive and discipline to deliver complex, multi-year programmes and achieve measurable outcomes.

If you are interested in working in a supportive environment, helping others and working with parishes, we would love to hear from you.

[For a full job description please download here.](#)

About the Dioceses

This exciting and innovative new role is spread across 5 Diocesan Board of Finances in the south-west. You can find out more about the respective dioceses below:



The Diocese of Bath and Wells – [view their website here](#)



The Diocese of Bristol – [view their website here](#)



The Diocese of Exeter – [view their website here](#)



The Diocese of Salisbury – [view their website here](#)



The Diocese of Truro – [view their website here](#)

Working with us

The Role

This role is offered on a 24-month, full-time basis on either a Frequent Homeworker or Home-based contract. Your employer will be the Salisbury Diocesan Board of Finance (DBF). We provide a supportive workplace culture, are committed to a sustainable work/life balance, and offer opportunities for flexible and remote working. A Frequent Homeworker contract would require working part of the time from the main office of Salisbury DBF at Emmaus House, Wilton – the final arrangements and work pattern would be discussed and agreed with the successful candidate. Please note that the post-holder will be required to travel regularly across the Southwest region, with an onsite presence in each organisation at least once per month.

Pension

We offer a competitive and attractive compensation and benefits package. In addition, we provide a non-contributory pension scheme of 10% pension contribution (comprising 9.5% pension; 0.5% death in service cover), which may rise by a further 3% if matched by a 3% contribution from the employee. Our family friendly policies create an environment where our employees are fully engaged and thriving in their responsibilities.

Annual Leave

We offer 28 days paid annual leave, which is inclusive of 4 days office closure during Easter and Christmas plus bank holidays. In addition to this, we provide a robust wellbeing scheme for our employees through our employee wellbeing partners.

Job role: Regional Chief Technology Officer

Hours: 35 hours per week full-time

Duration: Temporary 2-year Fixed Term Contract

Contract: Frequent Homeworker or Home based

Salary: £65,000 – £80,000 based on experience (Grade 1)

Team: Technology Team

Whilst this role does not require you to be a practising Christian, we would request you to be in sympathy with and be comfortable with the aims and ethos of the Church of England, and a basic knowledge of its structures would be desirable, but not critical.

How to apply

To help us with the selection process, and ensure fairness, shortlisting will be based on the information you provide in your application. No assumptions will be made about your background, experience or skills unless you give us the information.

For those of us reading your application, please tell us how you meet the criteria outlined in the job description and person specification. You may not meet all the requirements but if you're really interested in the role and in joining us we would encourage you to submit your application.

To apply for the role please submit the following:

Part 1 – Complete a DBF Application Form ([download here](#)).

Part 2 – A Covering Letter of no more than two sides of A4, telling us about yourself, your motivation for applying for the role, and the skills, knowledge and understanding based on your experience you will be bringing to the role. Please use the job description and person specification as your reference.

Part 3 – Your current CV

Please be aware that the interview date is fixed and we do really value meeting people in person here at Emmaus House. It may be possible to invite you to join us online, but this would only be in specific circumstances we do ask that you keep the date free to join us if you are invited to attend interview.

Closing Date:	Friday 3 April at 10am
Shortlisting:	w/c 6 April 2026
Interview:	Friday 24 April 2026, in person at Emmaus House, Wilton, SP2 OFG

Please send your application form, CV and covering letter by email to: hadmin@salisbury.anglican.org

The interview process will be in three parts:

- a) A virtual Stakeholder Panel (TBC)
- b) A presentation
- c) A formal interview

If you think you can make a real difference in this role and you would like to discuss your interest further through an informal conversation, or if you have any queries about the role, please contact the HR team on **01722 438650** or hadmin@salisbury.anglican.org.

We are committed to the safeguarding and protection of everyone within our community. This role requires the successful candidate to undertake a Basic DBS check prior to employment.

Privacy and your Data

Your personal data will be treated as strictly confidential and will only be shared with those involved in the recruitment/appointment process and, where appropriate, the Diocesan Safeguarding Adviser.

It may be shared outside the Church for the prevention or detection of an unlawful act; to protect members of the public from harm or safeguarding purposes with:

- Police
- Social Services in Local Authorities
- Statutory or regulatory agencies in the UK and in other countries (e.g. the Disclosure and Barring Service)

You can read our full [Privacy Notice here](#).

“The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord’s favour.”

LUKE 4: 18 – 19

