

JOB APPLICATION PACK

# Racial Justice Development Officer

APPLICATION DEADLINE

13 October 2025





# Hello and welcome!

We have an exciting new opportunity in the Diocese of Salisbury to drive forward our vision commitment for racial justice.

The Diocese of Salisbury is geographically large and diverse, with over 500 churches, many in smaller rural communities. Among the five strands of our new vision, Making Jesus Known, is a commitment to courageous leadership and working for justice. As part of this, we are keen to explore new pathways to encourage vocations from diverse UKME/GMH populations.

The role of Racial Justice Development Officer is a wonderful opportunity for a practising Christian with a commitment to, and experience of:

- Working to promote diversity, equity and inclusion
- Supporting engagement and change programmes
- Supporting formation of leaders, lay and ordained
- Working with a broad range of stakeholders from different disciplines and with different views and experiences
- Experience of working to deliver racial justice initiatives in varied contexts

If this is you, we would really like to meet you!



# Our vision and priorities

As a diocese our vision is to make Jesus known in every place so that all might flourish and grow, seeking His Kingdom, here and now. Our vision is supported by five strategic priorities through which we commit to:

- Creative partnerships in local mission
- Courageous Christian leadership
- Working for justice
- Climate action
- Financing the future sustainably

In pursuing these priorities, we seek to be a Church that is more relevant, valued and effective, meeting real needs with compassion and simplicity.

## Background Information

The vision for the Church of England in the 2020s is of a Church for all people a unifying call for dioceses, parishes, and schools to align their mission with a national vision that is Christ-centred and Jesus-shaped.

A key element of this vision is to be a Church that is younger and more diverse, reflecting the rich variety of cultures, ethnicities, and life experiences present in our communities.

The Diocese of Salisbury wholeheartedly welcomes this vision. We recognise that racial justice is integral to making Jesus known,

building inclusive communities, and enabling all people to flourish. We are committed to dismantling barriers to participation, ensuring equity in ministry and leadership, and addressing the legacies and realities of racism in both church and society.

## Missional Challenge

While our diocese serves many diverse communities, our worshipping congregations do not currently reflect the full breadth of that diversity. Many heritage, structural, and cultural factors can unintentionally exclude or discourage participation by people from UK Minority Ethnic/Global Majority Heritage (UKME/GMH) backgrounds.

Some of these challenges include:

- Under-representation of UKME/GMH people in lay and ordained leadership roles including governance bodies.
- Limited pathways for vocations and leadership development that are accessible and welcoming to underrepresented groups.
- Experiences of discrimination or microaggressions that erode trust and belonging.
- The absence of intentional engagement with communities not yet represented in our churches.



# Our vision and priorities

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Without a clear, sustained commitment to racial justice, the Church risks failing to embody the inclusive vision of the gospel and missing the opportunity to draw on the gifts, perspectives, and leadership of all God's people.

## Missional Opportunity

In June this year, the Strategic Mission & Ministry Investment Board (SMMIB) awarded the diocese £5.15 million to accelerate the implementation of our diocesan vision and strategy. Additionally, a further award was received from the Church of England's Racial Justice Unit to support our aspirations to be courageous leaders in this missional space.

This role will be central to:

- **Strategic Leadership & Coordination** leading the development, implementation, and review of the diocesan Racial Justice Recommendations, influencing policies and processes to address under-representation, and supporting the work of the Diocesan Justice Network.

- **Vocations & Ministry Development** working closely with the Ministry Formation Team to remove barriers to UKME/GMH participation in ministry, shaping inclusive leadership pathways, and embedding diversity in IME, CMD, and discipleship formation.

- **Embedding Racial Justice in Growing Younger** partnering with the Diocesan Board of Education and the Growing Younger team to ensure chaplaincy, schools work, youth ministry, and trust partnerships reflect and celebrate diversity.

- **Advice, Support, and Representation** serving as a key point of contact and trusted advisor on equity, inclusion, and anti-racism for parishes, diocesan teams, and external partners, while representing the diocese in wider networks.

- **Policy and Culture Change** advising senior leaders and HR on recruitment, retention, and staff development; developing policies that embed racial equity; and delivering training and awareness-raising across the diocese.

- **Monitoring, Evaluation & Communications** capturing data, measuring progress, sharing stories, and celebrating good practice to inspire change and encourage participation.

This is a pivotal moment for the Diocese of Salisbury to embed racial justice as a lived reality across every aspect of mission and ministry. By investing in this role now, we commit ourselves to becoming a Church that not only welcomes but reflects the diversity of God's Kingdom, and in doing so, more fully makes Jesus known in every place so that all may flourish and grow.



# Working with us

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## Safeguarding

The Diocese of Salisbury is committed to the highest standards of safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

## The role

The role is offered as a full-time fixed term contract with for a period of 2 years by grant funding. We provide a supportive workplace culture, are committed sustainable work/life balance, and offer opportunities for flexible and remote working.

## What we offer

We offer a competitive and attractive compensation and benefit package. In addition, we provide a non-contributory pension scheme of 10% pension contribution (comprising 9.5% pension; 0.5% death in service cover); and 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.

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:** Racial Justice Development Officer

**Hours:** 35 hours p/w

**Duration:** 2 year Fixed Term Contract

**Salary:** £38,393pa equivalent of Grade 3A

**Team:** Engagement and Fundraising Team

Candidates will need to have a full driving licence and have access to a vehicle to carry out their role, an expense process is available.

# Job Description

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## Job Purpose

As part of the Diocese of Salisbury's commitment to Making Jesus Known in every place so that all may flourish and grow, this role will champion the diocesan priority of Working for Justice by promoting racial justice, equity, and inclusion across all aspects of diocesan life.

The Racial Justice Development Officer will work with the Director of Engagement, and colleagues across departments, particularly the Vocations Team to embed racial justice into diocesan strategy, culture, and practice. This includes enabling diverse vocations, influencing policy, supporting diocesan networks and leaders, and resourcing local parishes to build inclusive communities.

## Roles & Responsibilities

### Strategic Leadership and Coordination

- Under the guidance of the Racial Justice working group, lead the development, implementation, and review of the Racial Justice Recommendations adopted by Diocesan Synod.

- Support the Diocese in addressing the under-representation of UKME/GMH people in congregations, governance structures, and leadership roles by influencing strategy and processes.

### Vocations and Ministry Development

- Work with the Ministry Formation Team to identify and address barriers to diverse participation in ordained and licensed lay ministry.
- Contribute to shaping inclusive pathways into leadership and discipleship, particularly for those under-represented in current ministry structures.

### Growing Younger

- Collaborate with the Diocesan Board of Education and Growing Younger team to embed racial justice across chaplaincy, schools work, youth ministry, and trust partnerships.
- Support initiatives that diversify participation and leadership among children and young people in education and church settings.

## Advice, Support & Representation

- Serve as the Diocesan contact for individuals, parishes, and external bodies on matters related to racism, equity, and inclusion.
- Provide guidance and capacity-building support to Bishop's Staff, clergy, lay leaders, and diocesan officers on inclusive practice and anti-racist leadership.

### Policy and Culture Change

- Advise on the review and development of diocesan policies to ensure racial equity is embedded throughout diocesan operations and culture.
- Work alongside HR and senior leaders to support good practice in recruitment, retention, and development of staff and volunteers from diverse backgrounds.



# Personal specification

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## Qualifications & training required:

- Theologically literate, able to engage across traditions within the Church of England

## Experience:

- Demonstrable experience promoting racial justice, equity, and inclusion in faith-based, educational, or community contexts.
- Experience in developing strategies, producing reports, and evaluating impact.
- Experience delivering training and developing resources.
- Experience building and sustaining networks.
- Experience in delivering training.

## Competencies & Behavioural requirements

- Excellent communication (written and verbal) and interpersonal skills.
- Strong relational intelligence and ability to engage sensitively across

cultures and theological contexts.

- Ability to manage projects, meet deadlines, and balance strategic and operational work.
- Confident working collaboratively across departments and disciplines, and independently.
- Understanding of structural racism, intersectionality, and reconciliation in church and society.
- Awareness of diocesan structures and governance in the Church of England.
- Understanding of safeguarding and commitment to the highest standards of best practice.

[Full job description and person specification click here.](#)

# Application process

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As part of your application please submit the following:

**Part 1:** Complete an [Application Form](#).

**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:** A current CV

**Closing date:** Monday 13 October 2025

**Shortlisting:** W/C Monday 20 October 2025

**Interviews:** Tuesday 18 November 2025 at Emmaus House, Wilton, Salisbury, SP2 0FG.

The interview process will consist of

- a) Stakeholder group session
- b) A panel interview

You will also be asked to undertake a task to be submitted ahead of the interview, further details will be given to candidates invited for 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 [hradmin@salisbury.anglican.org](mailto:hradmin@salisbury.anglican.org)

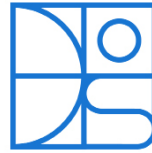
To ensure the fairness of the selection process, shortlisting will be based upon the information you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

We are committed to the safeguarding and protection of everyone within our community.

The successful candidate will need to be a committed Christian who is a member of a Church of England or a church which is a full member of Churches Together in Britain and Ireland.

Please return applications with supporting documentation by email to:  
[hradmin@salisbury.anglican.org](mailto:hradmin@salisbury.anglican.org)





"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

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