

Job Description



Title of the position:	Thrive Teams, Regional Manager
Location:	Oxford, UK
Hours:	Full time
Salary:	£30,000 - £35,000 depending on experience and qualifications

Purpose of the role

Thrive teams develop young people to bring hope and lasting change to disadvantaged communities.

The Thrive Teams Regional Manager is responsible for overseeing and developing a network of transformational mission teams serving young people and their families in disadvantaged communities around the Oxford hub.

Key Responsibilities

Managing Thrive Team Leaders

- Providing inspiring vision, effective supervision and development of the Team Leaders – supporting them to lead effectively. This involves a mix of direction setting, coaching, training and pastoral care

Strategy Development

- Shaping the overall strategy for the Thrive teams and helping the Team Leaders shape and deliver local strategy
- Identifying and coordinating cross-team initiatives that improve effectiveness and impact
- Overseeing monitoring and evaluation that leads to increased team effectiveness
- Liaising with leaders of partner churches

Training and Development

- Coordinating training initiatives for the teams e.g. regular volunteer training
- Contributing to the training and development of Thrive staff, volunteers and young leaders, through training, coaching, etc.

Launching new Thrive Teams

- Identifying locations and partners for new Thrive teams (with others) within an hour radius of Oxford city



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- Developing relationships with local churches, other charities and service providers
- Recruitment and support of staff and volunteers

Resource Raising: People and Finances

- Recruiting and inducting Thrive staff and volunteers (with others)
- Working with Team Leaders and the Development Team to raise financial support for Thrive e.g. through speaking at churches
- Developing a personal support team who pray and give

Financial Management

- Ensuring Thrive operates within agreed budgets and policies

Safeguarding

- Building a strong culture of Safeguarding that supports the local teams to consistently live out Safeguarding policy and practice

Personal Development

- Pursues a plan for personal and professional growth that enhances character and skills

Person specification

- Committed and growing Christian, passionate about mission among young people in disadvantaged areas
- Committed to the purpose of Thrive purpose and core values
- A capable and confident people manager with at least five years' experience
- Relationally strong and able to build rapport with a wide range of people
- High emotional intelligence
- Well organized, determined and self motivated
- Excellent communication skills – listening, speaking and written

Notes

This Role Description is not exhaustive and changes may be required as the ministry develops. Changes to this job description will be carried out in consultation with the holder of the post.

The successful candidate for this post will be asked to apply for a Disclosure at the enhanced level. Further information about the Disclosure scheme can be found at <https://www.gov.uk/dbs-check-applicant-criminal-record>

Specific Occupational Requirement (SOR): This role has a SOR to be filled by a Christian under the provisions of the Equality Act (2010)

