

## The Baptist Union of Great Britain

<b>Job title:</b>	<b>Project Violet Outcome Coordinator</b>
<b>Reports to:</b>	<b>Ministries Team Leader</b>
<b>Direct reports:</b>	<b>None</b>
<b>Location</b>	<b>Hybrid working – home based and Baptist House</b>

### Background

In 2019, one of our accredited Baptist ministers, the Revd. Jane Day was appointed to the role of Centenary Development Enabler to address gender injustice and the challenges still faced by women after 100 years of ministerial recognition. Initially this was a three year appointment, but was extended for a further three years to the end of August 2025. In this post, Jane worked with others to establish Project Violet, a collaborative research project that investigated women’s experiences in ministry.

Women have been ordained to Baptist ministry for a century. Yet women in ministry have spoken through Project Violet of a discriminatory culture in our churches and of structural obstacles in Baptist life that work against their flourishing and disadvantage them in comparison to male colleagues. It is instructive that 100 years after women first entered formally recognised Baptist ministry, only 20% of our accredited ministers are female.

The findings of the Project Violet researchers and a consequent table of ‘requests for change’ were published in May 2024. These requests are aimed at every level of Baptists Together – churches, ministers, associations, colleges, BUGB trustees and Specialist Teams.

As Baptists Together we want to embed a culture of biblical justice at the heart of our movement. We continue to focus more clearly on the issues facing women in Baptist leadership and we seek to become people with a heart of biblically based justice for our communities.

The Trustees of the Baptist Union recognise the importance of ensuring the recommendations of Project Violet, as they particularly relate to the work of BUGB, are implemented as smoothly and swiftly as possible. Therefore, as the Centenary Development role draws to a close in August 2025, the Trustees have agreed to establish a new post for a period of two years, which will focus specifically on the implementation and delivery of as many of the requests for change as are both practical and possible. The aim is to progress from the phase of gathering stories and researching the present reality to a phase of action and implementation of the suggested changes. Delivering diverse forms of change across the many facets of Baptists Together is complex, so the role is concerned especially with the management and coordination of the various projects and workstreams.

## **A. Purpose and Context of the Role**

To facilitate and coordinate the delivery of the projects and initiatives identified by the Project Violet research, with a particular focus on those projects that involve significant input from the Specialist Teams. By this, to support and advance a culture that encourages and nurtures women in Baptist ministry.

This work will be focused on:

- Detailed project planning
- Direct delivery of some of the project work
- Supporting working groups and those who lead them
- Monitoring and reporting back on progress and outcomes
- Appropriate and timely communication of outcomes across Baptists Together

## **B. Key Responsibilities**

1. To support the planning of key projects arising from Project Violet, especially those that relate to the work of the Specialist Teams.
2. To identify project requirements, delivery timelines and costs.
3. To work with key stakeholders, working groups and theme leaders to ensure that project work is delivered in the most effective way possible.
4. To act as project leader or support for defined pieces of work relating to follow up actions designated to the Specialist Teams, with a focus on actions designated to the Ministries Team.
5. To develop detailed project plans to guide stakeholders and project teams, and to revise/update these based on changing needs and requirements.
6. To compile and submit project status reports to the Ministries Team Co-Leaders, CLT and other stakeholders.
7. To work with the BUGB communications teams and other trans-local leaders to ensure completed outcomes and consequent resources and opportunities are widely known.

This role profile is designed to be illustrative rather than exhaustive. The Baptist Union may add to the responsibilities of the Project Violet Outcome Coordinator any tasks or activities that they see as relevant and appropriate to the role and will discuss any such additions with the post-holder.

## **C. Measurable Outcomes**

Given the breadth of the Project Violet requests, the precise outcomes to be pursued by the Coordinator will be defined through discussion and consultation once the Coordinator is in post. They are likely to include some or all of the following:

- Identifiable new resources for ministers and churches to prepare them better for their support of women in their journey into and during ministry.
- Quantifiable numbers of ministers and churches using and engaging with new resources.

- Production of guidance on use of inclusive language across all aspects of Baptists Together.
- Agreed and adopted expectations for trans-local leadership with respect to supporting women in ministry.
- Increased availability of and take up by female ministers of funds for ministerial development.
- Specific resources and events that encourage and enable women to explore and follow a calling to ministry.
- Appropriate data capture and tracking that enables identification of any gender pay gap.
- Increased number of female ministers satisfied with the accompaniment they receive.
- Signposted access to occupational health support.
- A network of female ministers able to encourage and guide colleagues regionally.

## D. Personal Attributes and Experience

### Experience and Qualifications

#### Essential:

- Experience of running projects involving multiple stakeholders, including those working in a voluntary capacity
- Experience of delivering key pieces of project work to time and within allocated resources

#### Desirable:

- Project Management qualification (e.g Prince II) or equivalent project management experience
- Experience of project management in voluntary sector organisations
- Experience of trans-local project management within Baptists Together

### Knowledge and Abilities

#### Essential:

- Strong project planning skills, including management of multiple project streams
- Ability to prioritise next steps across multiple project streams
- Ability to foster collaboration and agreement across a broad range of stakeholders
- Ability to manage project working groups and governance processes
- Excellent written and verbal communication skills
- Able to present progress and outcome information to CLT and Council in a clear and concise style
- An appreciation of the principles that shape Baptist life

#### Desirable:

- Good understanding of how Baptists Together operates, including our national, regional and local structures and responsibilities
- Experience of working on projects within our Baptist family

### Personal Qualities

We are looking for someone who can show they have or are:

- Strong organisational and planning skills
- Able to deliver projects to budget and on time
- Strong relational and collaborative working skills
- Comfortable working with multiple stakeholders, including the Project Violet researchers,

association teams, colleges and national Specialist Teams.

- Able to win the commitment and supportive work of others rather than it being required.
- Strong commitment to biblical justice and diversity
- Theologically committed to the equality of ministry offered by women and men
- Able to express an empathy with the experiences of women in ministry as expressed by Project Violet.
- Resilient and diplomatic in the face of strongly expressed theological difference and/or competing agendas

### **E. Occupational requirement**

The Baptist Union of Great Britain is a denominational body for more than 1800 churches, associations and colleges across England and Wales. It is an occupational requirement that the postholder of this role is a committed Christian.

### **F. Salary and practical arrangements**

This role is offered on a part-time basis, working 2.5 days (17.5 hours) a week. It is based in our modern offices at Baptist House, Didcot. A mix of home and office working is the norm.

The starting salary for the role will be £15,000-£17,500 (based on a full-time equivalent range of £30,000-£35,000) per annum.

The post will be for an initial fixed-term period of two years.

We also offer a range of staff benefits including:

- 22 days holiday entitlement, plus 8 bank holidays and up to 6 extra discretionary days during the year (pro-rated)
- A contributory pension scheme, which includes life assurance cover
- An electric car leasing scheme
- A voluntary benefits package (Perkbox) that gives discounts for a wide range of everyday expenditure (eg supermarkets, high street retailers, restaurants, cinema tickets)
- Free parking at our Didcot offices

We provide good training and development support for new joiners, and on an ongoing basis, as well as regular feedback on performance and progress.

## G. Culture and Working Style at BUGB

Across our Union our culture and working style is still developing, and can be best described in the following words:

**Our vision as a movement is “to grow healthy churches in relationship for God’s mission.”**

The Baptist Union of Great Britain is committed to intentionally developing a culture where we...

- **Seek to be a movement of Spirit led communities.** As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)
- **Feel like one team** – celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (I Corinthians 12:24b-27)
- **Embrace adventure** – being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)
- **Inspire others** – with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1 & 2)
- **Share a Hunger for God’s coming Kingdom** – nurturing a “holy discontent” that arises from our desire to give practical expression to our vision of God’s purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9 & 10)

We expect all staff working as part of the national Specialist Teams to model high standards of professional and personal behaviour, and to work in ways that demonstrate our values to those we work with and support.

## H. How to apply

To express your interest, please send a current copy of your CV and a covering letter explaining why you are interested in the role to Rachel Stone, HR and Safeguarding Team Leader, at the email address or postal address shown below:

Email: [opportunities@baptist.org.uk](mailto:opportunities@baptist.org.uk)

Post: HR Team  
Baptist House  
PO Box 44  
129 Broadway  
Didcot, Oxon  
OX11 8RT

If you would like to discuss the role before applying, please email Rachel as shown above, who can arrange for you to speak with Tim Fergusson, our Ministries Team Co-Leader.

Closing date for applications is 9.00am on Monday 24 March 2025, and first interviews will take place at Baptist House at the address above on Friday 28 March 2025.