

Dean of Norwich Role Profile

Purpose of the role

To lead the life and work of Norwich Cathedral, and to share with the Diocesan Bishop and other senior colleagues in the oversight of the Diocese of Norwich as it seeks to be Transformed by Christ: Prayerful, Pastoral and Prophetic.

Opportunities of the role

These will include:

- Leading Chapter and the wider Cathedral community in building on the momentum and progress of their mission and ministry. To prayerfully explore where God is guiding the Cathedral, to be responsive to how the world has changed, to rebuild the Cathedral community post-pandemic and maximise opportunities for strategic growth and development;
- Seeing the Cathedral's financial stability as an opportunity for creativity and, guarding against any future complacency, using its resources imaginatively in proclaiming the Gospel, working in partnership and equipping other churches in the Diocese in mission;
- Building and developing the excellent platform of relationships and partnerships, making sure that the Cathedral's resources and talents are used as a force for good in the City, County and Diocese;
- Growing the Cathedral community to be younger and more diverse;
- Further embedding good governance as the Cathedral adopts the Cathedral's Measure, making sure people from diverse backgrounds with the necessary skills are appointed.
- Driving forward the Cathedral's commitment to social and environmental responsibility, embracing the social Gospel and striving for a prophetic edge, proactively embracing the Church of England's commitment to be net zero by 2030.

Main responsibilities of the role

These main responsibilities are common to all Deans in the Church of England:

- As Dean and senior priest in the Diocese, to share with the Bishop and other senior colleagues in the oversight of the Church's mission, and to be a member of the Bishop's Council, the Bishop's Staff Team and the Diocesan Synod;
- As head of the Cathedral foundation and its principal dignitary after the Bishop, to preside over the Cathedral Chapter, with it to direct the life and work of the Cathedral, and to take emergency decisions on behalf of the Chapter when circumstances require;

- To represent the Church in public life across the diocese, to grow partnerships with faith and secular institutions, and to contribute to their intellectual, social and theological capital;
- To preside over the College of Canons, working with any successor to the Cathedral Council and relevant statutory bodies, and in collaboration with the Chapter to ensure sound governance across the Cathedral;
- To exercise leadership in the Cathedral's liturgy, preaching and pastoral care, to develop healthy team working, and to be personally committed to its pattern of daily worship and prayer;
- To lead the mission and outreach of the Cathedral, including the presentation of its heritage and the interpretation of the Gospel message of which the building speaks, to have oversight of the Cathedral's development and to lead in securing funds for its immediate and long-term future;
- To ensure that the Cathedral's operations are properly managed, including staff, finance, compliance and the care of the fabric;
- To ensure that the constitution and statutes are faithfully observed; and
- To exercise responsibility for safeguarding of children and vulnerable adults, the pastoral care of survivors of abuse, and the creation of a culture in which all will flourish, and which is coherent with the safeguarding policies of the Church of England.

Person specification

A prayerful and confident leader and pastor who is emotionally intelligent, collegially minded, collaborative, empowering and encouraging; a courageous leader who is unafraid to challenge or be challenged; humble, joyful, perceptive, creative and curious;

A gifted preacher and teacher committed to outreach and to growing the church younger and more diverse, has experience of nurturing worshipping communities, who is able to help people deepen their discipleship and put their faith into action;

An innovative leader in mission, who will find the Benedictine ethos life giving, with the ability to navigate and balance the spiritual with the commercial;

Has a heart for the Anglican choral tradition whilst intentionally seeking out accessible styles of worship and ways of being Church;

Gifted in developing partnerships in the City, County and Diocese; someone at ease in the public square, who understands the convening power of a Cathedral, who loves community engagement, working with others and is able to move seamlessly between intersecting worlds and relationships;

A wise, trusted and respected colleague, who will work closely with the Bishop and the Diocesan senior staff team, contributing fully to the strategic leadership of the Diocese, supporting clergy and building relationships;

Understands the need for good governance and effective implementation; financial, commercial and property awareness; experience of leading and motivating large staff teams; the wisdom to know when to seek and act on the advice of professional expertise; someone who looks to the long-term with a strong sense of momentum and purpose.