

DEAN OF GLOUCESTER

ROLE PROFILE

PURPOSE OF THE ROLE

To lead the life and work of the Cathedral Church of St Peter and the Holy and Indivisible Trinity, Gloucester, and to share with the Diocesan Bishop, and the Suffragan Bishop and other senior colleagues, in the oversight of the Diocese of Gloucester.

PRIORITIES OF THE ROLE

- Leading the Cathedral community in mission to see people encounter Jesus Christ and grow in faith:
 - developing fresh opportunities for the Cathedral congregations to deepen their discipleship
 - reaching and engaging people not yet part of the Cathedral community through inclusive worship which reflects the diversity of the city and wider diocese
 - Weaving together the Christian Gospel and the Cathedral's heritage to enable all visitors to become pilgrims on a journey towards faith
- Helping the Cathedral to fully embrace its role as “the seat of the bishop and a centre of worship and mission” within the city and wider diocese:
 - exploring how the spiritual resource of the Cathedral's Benedictine tradition might offer a place of refreshment and renewal for clergy and lay leaders across the Diocese
 - contributing to the mission and ministry of the local deanery, working collaboratively with the City Deanery Chapter
- Building a new team through a time of change in key personnel, and continuing to enable Chapter, staff and the wider cathedral community to be nurtured and equipped, ensuring that the Cathedral remains a Beacon of Hope
- Pro-actively deepening relationships with civic, business, third sector, ecumenical and interfaith partners to ensure the Cathedral continues to make a meaningful contribution across the city, county and the wider diocese
- Championing the delivery of our £10m ten-year Development Plan, working with the Development Board to inspire support and ensure fundraising targets are met, and ensuring the Cathedral completes the transformational potential of Project Pilgrim by enabling the successful development and implementation of Phase 2.0.
- Driving financial stability through wise stewardship, sustainable commercial and visitor income and ensuring our property portfolio is fit for the future, profitable and meeting our strategic priorities

MAIN RESPONSIBILITIES OF THE ROLE

The Dean is the principal dignitary of the Cathedral next after the Bishop, and on behalf of Chapter, governs and directs the life and work of the Cathedral. As senior priest in the Diocese, the Dean also shares with the Bishop and other senior colleagues in the oversight of the Church's mission.

The Dean is required to fulfil a number of statutory requirements and function which are outlined in s12(2) of the Cathedrals Measure 2021. These are:

- ensuring that Divine Service is duly performed in the Cathedral;
- ensuring that the Cathedral's Constitution and the Statutes are faithfully observed;
- overseeing the work undertaken by the clergy and staff of the Cathedral in relation to the Cathedral;
- maintaining good order and proper reverence in the Cathedral;
- securing the pastoral care of all members of the Cathedral community;
- providing leadership on matters relating to the safeguarding of any children or vulnerable adults who work, volunteer or worship in the Cathedral or who visit the Cathedral, having due regard to any safeguarding guidance and complying with the Safeguarding Codes issued by the House of Bishops from time to time; taking all decisions necessary for dealing with an emergency affecting the Cathedral, pending consideration of the matter by the Chapter.

In addition, the responsibilities of the Dean include:

- personally committing to the pattern of daily prayer;
- being a member of the Bishop's Staff Team, the Bishop's Council, and the Diocesan Synod;
- exercising leadership in the Cathedral's liturgy, preaching and pastoral care;
- on behalf of Chapter, holding accountability for ensuring that the Cathedral's operations are properly managed, i.e:
 - developing healthy team working within Chapter and the wider Cathedral community;
 - fostering a culture which values diversity, welcomes all God's people and enables all to flourish;
 - having oversight of and holding accountability for the executive responsibilities of residentiary canons;
 - conducting an annual review for each executive residentiary canon;
 - taking responsibility for ensuring the management of volunteers, finance, and the care of the fabric.
- representing the Cathedral and Church of England in public life across the diocese, growing partnerships with fellow community and civic leaders and contributing to the intellectual, social and theological life of society;
- leading the mission and outreach of the Cathedral, including the presentation and interpretation of its heritage;
- presiding over the College of Canons, and other statutory bodies;

- with the Chapter, having oversight of the Cathedral's development, lead in securing funds for its long term future, ensuring sound governance across the Cathedral
- contributing to the life of the wider Church, including the College of Deans.

KEY CRITERIA

Deep Spirituality Grounded in Reality: a person whose life is rooted in the love of God and shaped by their faith in Christ. You will sense - and be able to articulate - a call to this role, in this place, at this time. Committed to the pattern of daily corporate prayer and choral traditions underpinning Cathedral life and to nurturing faithful and diverse worshipping communities, you will hold the balance between being in tune with Heaven and in touch with daily life; holiness and humanity; reverence and fun. You will be committed to joining in with the God's kingdom work of transformation, growing both within the Church community and beyond in the wider community.

Skilled, Collaborative and Inclusive Leader: a confident, caring, and enabling leader who is both trusted and trusting, you bring out the best in your team and other partners with whom you work – both in the Church and the wider community. You will have strong emotional intelligence and self-awareness, confident in your vulnerabilities as well as your strengths. Modelling diversity and inclusion in all you do, you will be equally at ease hosting a formal reception as you are cooking a fry-up for the city's homeless.

Strategic Mindset: you fully appreciate that all business is God's business whether it's being missional or making money. You stay focused on the vision, bringing clarity and direction and setting clear priorities. You will hold yourself and others to the bigger picture without getting bogged down in too much detail.

Great Governance know-how: you understand the importance of effective governance practices and know how to embed them. You can build on these strong foundations to establish a healthy and resilient future for the Cathedral and ensure that it is a safe place for all – especially children and adults who may be vulnerable. Chapter meetings you chair won't be a talking shop; they're where important collegiate decisions are made by the charity's trustees following robust and energising discussion.

Exceptional Communicator: a lively and inspirational preacher, you enjoy engaging with individuals and groups, regardless of background or situation. You'd be as comfortable preaching the Gospel at community events in the city as you would be in the Cathedral pulpit.

Partnership Builder: skilled in building meaningful relationships, you have a heart for the vulnerable, a passion for ensuring under-represented groups and communities have a seat at the table, and a gift for creating connections that matter. You're confident stepping up as a convenor when appropriate in both positive and challenging situations, and in pro-actively deepening relationships with civic, business, third sector, ecumenical and interfaith partners. You won't limit the partnerships you build to help to grow God's Kingdom.