



*Green Christian is the registered trading name of Christian Ecology Link*

We are a community of ordinary Christians who seek to:

- **let loose hope** in this damaged, exploited and unjust world
- **pioneer practical discipleship** in shared prayer, struggle and action
- **equip prophetic witness** through our campaigns and resources
- **empower agents of change** in churches and the green movement

Christian Ecology Link was formed in 1981, and changed its name to Green Christian in late 2014. It supports Christians from all backgrounds and traditions. We walk alongside those of faith and no faith.

We believe we are responsible for our impact on God's creation as a whole. We help our members to understand and relate these responsibilities to their faith. Members can then encourage others in their local church to think seriously about these issues.

### **Green Christian – Aims**

- We offer insights into ecology and the environment to Christian people and churches
- We offer Christian insights to the Green movement

At present the vast majority of the work in Green Christian is carried out by volunteers. We have a Steering Committee of 12 people and much of our work is divided between three teams:

**Creative: – i.e. Design, media,** (Chair: Paul Bodenham)

Exhibitions, leaflets, Green Christian magazine, Storm of Hope, web design.

**Challenge: – i.e. activities, campaigns and events –** (Chair: George Dow)

LOAF, ecocell, Annual Members Meeting and Conference, Prayer Community, Retreat, Climate Service, Xistence project, Joy in Enough

**Community – i.e. Membership database, accounts** (Chair: Barbara Echlin)

Local groups, links with other organisations.

### **The Xistence Project:**

We believe that all people, young and old, are responsible for their impact on God's creation. We recognise that, as an organisation, Green Christian's current membership is

predominantly and significantly older. We are keenly aware of the importance of ensuring that younger people (specifically 25 to 40) are aware of the green Christian movement and its significance to them as fellow inhabitants of God’s creation, both for them and for the future of our eco-system.

We are looking to recruit 2 people who will work closely together to take this project forward:

- to explore who/what is serving younger people presently;
- to understand how we may be able to support existing organisations / people who are focussed on this;
- to identify any areas of opportunity that are not currently being realised;
- to trial pilot projects to address these opportunities; and
- to learn from the experience and develop ideas further.

### Project structure

- 1) Do research
- 2) Trial pilot projects
- 3) Assess and evaluate their success
- 4) Recommend new measures



### Roles

<u>Researcher</u>	<u>Development officer</u>
Collect data	Pilot
Analyse	Communicate
Reflect	Assess
Evaluate	Network
Identify	Disseminate
Design	Implement

The 2 roles are detailed in Job Descriptions which, with Person Specifications, are included on pages **4 to 11**.

The project will last for 8 months throughout 2015. Both roles will be for 6 months, working for 8 hours per week. The Researcher will start 2 months before the Development Officer, therefore allowing the Development Officer to “hit the ground running” following the Researcher’s initial work, and enabling 4 months of overlap.

By the end of the project (8 months from starting) you would enable us to have a clear understanding how to ensure Green Christian responds to the emerging needs and interests

of the 25 to 40 year old group. At the end of the year you would present a clear report, outlining achievements, recommendations and an action plan for the future.

## Remuneration

Rate of pay for both posts will be **£12** per hour gross which will be paid monthly in arrears.

## Location

The successful candidates will be expected to work from home using their own IT equipment.

## How to apply

To express an interest in either or both of these roles, please send the following to [georgedow@greenchristian.org.uk](mailto:georgedow@greenchristian.org.uk) by the closing date of **Saturday 28 February 2015**:

- Your CV (no more than two pages)
- A covering letter (no more than two pages) including:
  - The reasons why you are interested in the role
  - An explanation of how you might be able to fulfil the elements of the job description and person specification

You are also welcome to send one or two examples of relevant material which you have previously written or published.

Interviews for these roles will be held in London on **Friday 13 March 2015**. Travelling expenses can be reimbursed.

We are ordinary Christians for extraordinary times. We do what we love. Join us!



## JOB DESCRIPTION

<b>Job title:</b>	<b>RESEARCHER</b>
<b>Location:</b>	TBC
<b>Project:</b>	To explore how Green Christian can best serve younger adults (aged 25 to 40)
<b>Main purpose:</b>	<ul style="list-style-type: none"> <li>- To understand which other like-minded organisations, if any, are reaching younger people in relation to green Christianity and learn from their experiences;</li> <li>- To understand the values, attitudes and concerns among the target group so that Green Christian can support them or fill any gaps.</li> </ul>

### Key Responsibilities

#### The Researcher will be expected to:

- collect social and cultural data to explore which other organisations are serving younger people presently, aimed at understanding how Green Christian can be of service to younger people;
- use an appropriate and creative methodology to design and manage the research project, which may involve the use of quantitative and/or qualitative methods and may include both pilot and development work;
- design questionnaires and gather information by directing or carrying out fieldwork;
- apply a variety of research techniques to gather relevant information, including document analysis, surveys, case studies and interviews (face-to-face, telephone and online);
- analyse and evaluate research and interpret the data, making sure that key issues are identified;
- decide who the target groups will be for pilot projects to further explore how Green Christian may serve younger adults;

- assist the Development Officer to identify opportunities, agree a plan of action, to pilot a series of measures, and evaluate their success;
- offer research-based briefings and advice, which may involve writing action plans;
- identify what other collaborative possibilities there are with other organisations (not just environmental groups);
- prepare and present results, both orally and in writing;
- disseminate results of project by presentations to the Green Christian Challenge Board;
- participate regularly in team meetings and prepare and deliver presentations to project team and other Green Christian working groups;
- work collaboratively with the Development Officer to establish the framework for a final evaluation outlining key findings, achievements, recommendations and an action plan for the future.

#### **Staff responsibility**

To report to Project Manager.

To work collaboratively with the Development Officer.

To liaise with other members of the project team as required.

#### **Special conditions**

Green Christian has a strong ecumenical, inclusive Christian tradition. We are looking for a Researcher who is fully in sympathy with the organisation's Christian ethos and keen to work in such an environment.

## PERSON SPECIFICATION

Criteria	Essential	Desirable
<b>Qualifications</b>		
A postgraduate qualification degree in a subject area of direct relevance for the project, or an equivalent professional qualification		✓
<b>Experience / Knowledge</b>		
Substantial research experience in an academic or applied context		✓
Demonstrate knowledge and understanding of the networks and organisations involved in the Green Movement	✓	
Demonstrate knowledge and understanding of Green Christianity		✓
Demonstrate awareness of the latest developments in research design	✓	
Demonstrate experience of a related enterprise or project involving young people		✓
Demonstrate experience in analysing data and evaluating results	✓	
Demonstrate experience in project management: implementing action points and dealing with results in creative and flexible ways		✓
Demonstrate experience in reflecting on a completed project and identifying areas that can be improved	✓	
<b>Skills</b>		
Ability to prepare research proposals, to conduct individual research work and to disseminate results	✓	
Ability to organise and prioritise own workload	✓	
Ability to write research reports and to effectively disseminate outcomes	✓	
Excellent oral, interpersonal and written communication skills	✓	

Ability to design, monitor and evaluate pilot projects	✓	
Proficiency in IT skills	✓	
Ability to sum up findings and write concise reports on the research findings	✓	
Ability to identify future action points and developmental needs	✓	
<b>Attributes</b>		
Innovation and developing creative solutions	✓	
Enthusiasm and self-motivation	✓	
Organisation – able to plan and deliver work to meet required deadlines	✓	
Reflection – reflect on good practice and evaluate outcomes	✓	
Tenacity – working to achieve objectives and to overcome obstacles	✓	
Collaboration – ability to be an effective team worker	✓	
Communication - ability to communicate ideas clearly	✓	
Leadership – pro-active and self-directed attitude towards problems and solutions	✓	



## GreenChristian

### JOB DESCRIPTION

<b>Job title:</b>	<b>DEVELOPMENT OFFICER</b>
<b>Location:</b>	TBC
<b>Project:</b>	To explore how Green Christian can best serve younger adults (aged 25 to 40)
<b>Main purpose:</b>	<ul style="list-style-type: none"><li>- To build on the preliminary work which has been carried out by the Researcher</li><li>- To work with the Researcher in applying that research</li><li>- To provide a detailed set of recommendations which will enable Green Christian to better serve younger people</li></ul>

#### Key Responsibilities

##### The Development Officer will be expected to:

- work collaboratively with the Researcher to agree a plan of action, pilot a series of projects, and evaluate their success;
- apply a variety of research techniques in collaboration with the Researcher to gather relevant information, including document analysis, surveys, case studies and interviews (face-to-face, telephone and online);
- liaise and communicate with different networks, organisations or institutions, regarding new proposals or to make arrangements on behalf of the team;
- identify collaborative possibilities with other organisations (not just environmental groups);
- test new activities that can offer fresh insights for the present project, such as social media;
- learn from the experience of pilot projects and amend / develop ideas further;
- discuss and address key findings that may require a change in approach as well as passing on essential information;



- meet project milestones and participate in regular discussions with the Researcher and others in the project team;
- collaborate with the Researcher and others to reach pragmatic solutions to applying research findings and developing suitable plans of action;
- participate regularly in team meetings and prepare and deliver research-based presentations and advice to project team and the Green Christian Challenge Board;
- present a clear summative end-of-project report, outlining achievements, recommendations and an action plan for the future.

### **Staff responsibility**

To report to Project Manager.

To work collaboratively with the Researcher.

To liaise with other members of the project team as required.

### **Special conditions**

The objectives and constitution of Green Christian make it clear that this is a Christian Charity. The Development Officer's role will include representing and promoting our Christian ethos. Their work in exploring how Green Christian can best serve younger people will be from a Christian perspective. As a result it is an Occupational Requirement for the post holder to be a practising Christian as set out in the Employment Equality (Religion and Beliefs) Regulations 2003 section 7.2.

## PERSON SPECIFICATION

Criteria	Essential	Desirable
<b>Qualifications</b>		
An academic qualification in a subject area of direct relevance for the project, or an equivalent professional qualification	✓	
<b>Experience / Knowledge</b>		
Demonstrate knowledge and understanding of the networks and organisations involved in the Green Movement	✓	
Demonstrate knowledge and understanding of Green Christianity	✓	
Demonstrate experience in any of the following or a related field: public relations, human resources, networking and social media, marketing and communication strategies	✓	
Demonstrate experience of a related enterprise or project involving young people		✓
Demonstrate experience of conducting social research		✓
Demonstrate experience in project management: implementing action points and dealing with result in creative and flexible ways	✓	
Demonstrate experience in reflecting on a completed project and identifying areas that can be improved.		✓
<b>Skills</b>		
Ability to prepare research proposals, to conduct individual research work and to disseminate results		✓
Ability to organise and prioritise own workload	✓	
Ability to effectively disseminate information	✓	
Excellent oral, interpersonal and written communication skills	✓	
Ability to design, monitor and evaluate pilot projects	✓	
Proficiency in IT skills	✓	

Ability to sum up findings and write concise reports on the research findings		✓
Ability to identify future action points and developmental needs		✓
<b>Attributes</b>		
Innovation and developing creative solutions	✓	
Enthusiasm and self-motivation	✓	
Organisation – able to plan and deliver work to meet required deadlines	✓	
Reflection – reflect on good practice and evaluate outcomes	✓	
Tenacity – working to achieve objectives and to overcome obstacles	✓	
Collaboration – ability to be an effective team worker	✓	
Communication - ability to communicate ideas clearly	✓	
Leadership – pro-active and self-directed attitude towards problems and solutions	✓	
Faith – a spiritual understanding and commitment towards the end result	✓	