




T L G transforming
lives for good

Director of
**Strategy &
Programmes**

INFORMATION PACK

Macaulay
search



Currently only **1%** of
excluded pupils get the
5 GCSE's they need to
access the work place.

– IPPR, 2017

Bringing Hope and a Future

TLG was founded out of a local church in Bradford that became gripped by the needs of struggling children and young people in their neighbourhood. Since then, the TLG team have been on a mission to bring a hope and a future to struggling children in and out of school. We work in partnership with local churches right across the UK and beyond to enable them to get alongside and support children who are at a crossroads. TLG now runs 13 Education Centres, partners with over 150 churches to deliver Early Intervention programmes, and helps over 60 churches run Make Lunch clubs tackling issues of holiday hunger.

The urgent needs of children living at risk of exclusion from school and families struggling to make ends meet would be overwhelming if it wasn't for our even greater sense of hopefulness! We are full of hope because we see a church that cares and is perfectly placed to provide the support that is crucially needed. TLG feels a sense of great responsibility to continue improving and expanding our partnerships with local churches, equipping them to effectively support children when they need it the most. Together, our programmes transform lives for good.

TLG has continued to grow rapidly and we feel we are now at another step-change moment leading us to the need for a new leader to join us and help us get to where we believe God is calling TLG in the years ahead. The newly created role of Director of Strategy and Programmes will be a mission-driven and relational leader, rooted in our shared hopefulness and joining our sense of urgency that more can and must be done to help vulnerable children and families. With experience leading effective operational delivery through dispersed teams, the Director of Strategy and Programmes will delight in helping an impassioned team grow TLG together.

The Director of Strategy and Programmes will design and deliver the strategic framework and operating model that enables our people and culture to continue thriving as we go through various phases of exponential growth. Through an ever-expanding network of church partnerships, this leader will help us deliver truly transformative programmes. That is a huge challenge and an incredible exciting opportunity!

This role will change TLG as a whole and will be given oversight of our three core programmes: Education Centres, Early Intervention, and Make Lunch. We need a leader who is passionate about keeping TLG's mission on track, who cares for and develops our people and culture, and who brings a whole range of business skills to help us chart out and navigate the seasons of change ahead.

Have you found yourself working with others to translate a big vision into a deliverable strategy? Do you enjoy embedding that strategy into the operational life of dispersed teams? Are you a relational and servant-hearted leader who loves developing team and maturing a values-based culture? Do you believe that through the church incredible transformation happens in our communities? If these questions stir your heart and you simply can't wait to get stuck in – why not think about joining us on our mission – bringing a hope and a future – transforming lives for good!

Introducing TLG...

TLG is a vibrant and growing Christian charity, helping churches to bring a hope and a future to struggling children in and out of school.

TLG want to enable the local church to be the place that struggling children and families turn to when they need help.

TLG's stretching vision is to work with local churches in every community of the UK. The immediate goal is to develop our programmes and ensure they are built to last and reach even greater impact as our overall portfolio of partnerships and programmes continues to expand.

It's been said that 'the local church is the hope of the world'. We really believe that, and each day get to see the difference made as church communities throughout the UK are equipped to serve struggling children. Each of our programmes is different but the common thread is an unwavering resolve to transform lives for good. We do this by:

Offering Second Chances

Over 375,000 school exclusions take place every year. TLG's 13 Education Centres enable churches to provide vital support for young people facing exclusion from the school system.

[Learn more about TLG Education Centres](#)

One coach, one child, one hour a week

But what about the children who haven't been excluded? What about those struggling in mainstream school? TLG Early Intervention equips and trains churches to offer one to one coaching for struggling children in local mainstream schools. Ranging from rock-bottom self-esteem to overwhelming worries, every community has children in desperate need of an adult they can talk to.

[Learn more about TLG Early Intervention](#)

Filling the holiday hunger gap

Amongst growing inequality, there are parents struggling to feed their children. Whilst term time gives access to Free School Meals, when the holidays happen millions of children face the possibility of six weeks without a hot meal. TLG Make Lunch helps churches to fill the holiday hunger gap by running lunch clubs to feed those most at need and prevent isolation.

[Learn more about TLG Make Lunch](#)

With three growing programmes and community needs that vastly outstrip our current geographic reach, we are looking for a dynamic leader to take our Education Centres, Early Intervention, and Make Lunch programmes to the next level of scale and impact.

We seek someone who is a relational leader of people, has experience strategically aligning delivery through a diverse and dispersed operation, and has a passion for the role the local church can play in transforming lives.





Job Description

This is a unique opportunity for a servant-hearted leader to shape the growth and effectiveness of TLG's UK network of church led services for children at risk of exclusion. The Director of Strategy and Programmes will serve transformations in countless families' lives by expressing leadership in the following ways:

People Leadership

- Models Christ-centred servant-hearted leadership and further integrates our organisational values into our culture and practice.
- Loves collaborating with other TLG teams, with our church partners, with our volunteers and our funders, striving for continual learning and development to serve people in need in the best way possible.
- Takes a relational approach to building up the programme teams, investing in team members and developing a team dynamic that is fun, empowered, ambitious, hopeful, and achieves goals together in faith.
- Leads with trust and fosters open and transparent communication. Challenges team members to develop in their character, gifts, and team contributions to TLG, championing our "Lead where you are" entrepreneurial approach, and building team members' capacity and creativity by instilling trust, belief, and faith in them.

Strategic Leadership

- Leads on strategy development and managing execution, with clear milestones and measurement of impact.
- Translates TLG's strategy into the required implementation plans for the programme teams.
- Mobilises team leaders to agree practical, achievable objectives, and maintains accountability for delivering these objectives to timetable.
- Continuously refreshes and updates our strategy against new insights, with a focus on being effective and cost-efficient while growing the integrity and impact of the mission.

Organisational Effectiveness

- Evaluates progress against both corporate and departmental strategic objectives and strengthens our culture of consistency, transparency, accountability, and efficient delivery.
- Leads rigorous analytical evaluation of new opportunities and the sequencing of current growth plans. Fosters the culture of thorough and thoughtful risk evaluation in balance with prayerful discernment of the risks we are called to take!
- Continues developing our change management excellence and fostering strong change management skills in others.

Programme Development

- With the programme leaders, develops clear growth plans and delivery improvement plans, in line with budgetary investments and the church partnership team's pipeline of opportunities.
- Creates the appropriate level of compliance and controls within a diverse and dispersed network of church partners.
- Designs user-friendly monitoring and evaluation tools to create a more rigorous definition of our impact and bolster a clear business case for the difference our programmes make in a community.
- Considers the appropriate programme team structures and role definitions to fit the organisational stages we are moving through.
- Explores new programme opportunities and new partnerships.
- Represents the programmes in appropriate forums and partnership meetings.

Operational Management

- Ensures that TLG's resources are maximised in greatest alignment with the strategy.
- Evaluates and manages programme team budgets as well as operational, reputational, and other risks.
- Gives oversight to programmatic compliance with all legal and regulatory requirements.
- Develops the use of data within TLG decision-making.
- Develops, and where necessary creates, robust systems and processes to ensure best practice is easily identified and under-performance promptly addressed across the programme network.
- Reports on programmatic performance to the Core Team, and through quarterly reports and meetings with the trustee board.



Person Specification

We value experience, but we're more interested in leadership talent and culture fit. Passion for the TLG mission to enable local church is essential, as is a heart for team and the challenge of enabling the church to be at the forefront of changing lives. Therefore we are seeking a Director of Strategy and Programmes who:

- Enjoys working within a Christian framework and be sensitive to different cultures and faiths by having their own strong and vibrant Christian faith.
- Brings leadership to enhance our Christian ethos, vision, and values within the team. The Director of Strategy and Programmes will be prayerful and feel at ease inviting others into greater prayerfulness.
- Carries a passion for local churches to be enabled to make a difference in their communities, and where appropriate, young people and families be connected into the wider support of the church.
- Brings all of who they are to our team, including a sense of humour, fun, resilience, work-life balance and humility to be a life-long learner!
- Loves change and thrives in highly dynamic and continuously evolving missional contexts.



1 in 5 children in the UK face hunger insecurity, one of the highest rates in Europe.

UNICEF, 2017





1 in 10 children
in the UK feel
unable to
cope with the
school day.

Association for Young
People's Health

Application Process

Location:	TLG National Support Centre, Bradford (with involvement nationally in the leadership of TLG's network of schools and some flexibility to work from home as appropriate)
Salary:	Competitive and based on experience, including 10% employers' pension
Reporting to:	Chief Executive Tim Morfin

TLG is working with Macaulay Search to conduct this leadership appointment.

Interested candidates are directed to email their application to ewen.mcalpine@macaulaysearch.com

The closing deadline for applications is 12pm on Friday the 26th of October 2018.

Your application should comprise:

- A covering letter of not more than two pages outlining your motivation and relevant experience for the role. Please do mention your fit with the Christian faith and motivation we seek in this leader. Christian faith is an Occupational Requirement for this position.
- A full CV, including responsibilities held and relevant achievements.
- The names of your three referees. Note - these referees will not be contacted until late in the process and with your prior agreement. The names and details of your referees will be held in strictest confidence.

First Round and Second Round interviews will be held in Bradford during November.

TLG acknowledges that your application will be submitted in the context of a two-way discernment process. During the interview process, there will be space made for shortlisted candidates to have informal meetings with team members to help you get to know TLG better.

Thank you for your interest in the work of TLG.