

Head of Partner Governance Services

Role Description and Recruitment Pack



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Role overview

Title:	Head of Partner Governance Services
Hours:	35 hours per week
Contract:	Permanent
Location:	1 Lamb's Passage, London, EC1Y 8AB (You must be able to work in the office at least one day per week, or as the organisation requires)
Reports to:	Chief Customer Officer
Salary:	£55k (depending on experience)
Closing date:	9am on 8 th September 2025

Why this position is important to us

We have a bold ambition to enable our church and charity partners to be more sustainable; thriving as healthy, well-resourced ministries, equipped and enabled to achieve more Kingdom impact, and the services we provide to our partners are vital to accomplishing this.

Working closely with the Head of Partner Solutions, Head of Thought Leadership and other senior leaders, in addition to overseeing our existing services, including Charity Formation and our Consultancy Helpline, you'll help lead thought on creating and sustaining healthy, well-stewarded ministries, through existing methods such as briefing papers, design and delivery of training and our consultancy helpline, and by developing new methods and resources, as needed.

We are looking for a strategic leader with deep technical expertise and a heart for service, to modernize and strengthen our governance and financial leadership across the Church and Christian charity sector, leading with humility, transparency, awareness, listening, and empathy.

The impact you will have in this role

As a key leader of our services to churches and Christian charities, you will shape the direction of our governance services to Churches and Christian charities to ensure that we are playing our part in equipping them to be well-governed to achieve their mission.

Welcome to Stewardship

Stewardship serves Christian donors, workers, charities and churches in the UK and beyond called to faithfully steward their personal, professional or ministry resources for God's glory.

Founded over a century ago by a small group of Christians who partnered to facilitate financial support for Christian ministries, today we help over 30,000 people experience the joy of generosity, giving more than £100 million each year in support of over 6,000 charities, 4,000 churches and 2,000 Christian workers.

Our vision, mission and values

Our vision is to a thriving Kingdom economy where God's people steward resources generously to advance the Gospel. We help Christians be the best stewards of the resources God gives them.

Our four core values underpin all the work we do at Stewardship:



To find out more about Stewardship, [please view our short video clip](#)

Job detail

Overview

We are seeking an experienced and visionary Head of Partner Governance Services to deliver high-quality governance consultancy resources, training and services to Churches and Christian charities. This is a unique opportunity for a strategic leader with deep technical expertise and a heart for service to modernize and strengthen our governance and financial leadership across the Church and Christian charity sector.

You will play a key role in shaping the direction of our Partner Governance Services and work collaboratively across departments to ensure churches and Christian charities are equipped to be well-governed and achieve their mission. As a technical specialist you'll help lead thought on creating and sustaining healthy, well-stewarded ministries, through existing methods such as briefing papers, design and delivery of training and our consultancy helpline, and by developing new methods and resources, as needed.

You will also develop and maintain strategic relationships with external stakeholders, regulatory bodies, and consultants, while offering your expertise to support the broader operations and services of Stewardship.

This is a senior role in the organisation and forms part of Stewardship's Leadership Team. As such, the role holder will need to demonstrate the attributes of a servant leader – important characteristics of this style of leadership include humility, transparency, awareness, listening, empathy, community building and helping people to flourish.

Main responsibilities

To include, but not limited to:

1. Leadership & Team Development

- Provide strategic and operational oversight for Stewardship's Consultancy Helpline, Training, and Charity Formation Services.
- Line manage and support team leads responsible for service delivery in each area.
- Mentor and support professional growth and high performance within the team.

2. Consultancy Services growth and innovation

- Lead on the modernisation and scaling of our current Consultancy Helpline and Charity Formation services, working closely with other leaders and external partners to increase the reach and impact of this work.
- Identify, scope, and oversee the development of new services to meet evolving needs in partner governance (e.g. trustee and treasurer training, Stewardship kitemarking and other governance support services).
- Build and manage business cases for new services, including resource planning, delivery models, and financial viability.
- Work closely with the Chief Customer Officer on strategy development, budgeting, performance monitoring, and impact reporting.

3. Technical Thought Leadership and Training

- Collaborate closely with other technical leaders, including the Head of Legal and Head of Compliance and Risk, to developing a theme of excellence in legal and financial governance within our thought leadership and content.
- Develop our training offering to church and charity trustees, treasurers and church leaders, and lead in trustee training sessions and technical webinars, such as the Quarterly Treasurer Dial-Ins.
- Author, contribute or edit technical resources such as briefing papers and blogs for publication on Stewardship's website, and contribute to other publications and articles as requested.

4. Strategic Partnering & Stakeholder Engagement

- Position Stewardship as a leading voice and centre of excellence in Christian charity consultancy and governance.
- Build and maintain high-impact relationships with organisations actively working to improve governance for churches and Christian charities (e.g. denominational offices, ACAT, UCAN, Charity Finance Group) regulators, and other third-party advisors.
- Champion and represent Stewardship's expertise externally at events, within networks, regulator working groups and with key partners to expand our reach and influence.

It's all about you...

We recognise that to be great at your role, there are certain characteristics that are important and others that enable a good fit within our existing team and culture.

- **Servant Leadership:** Models servant leadership, with a desire to support others and help them succeed in their roles.
- **Adaptable & Flexible:** Thrives in dynamic environments and can pivot quickly to address emerging needs.
- **Values-Driven:** Deeply aligned with the organisation's values of generosity, service, and impact.
- **Collaborative:** A team player with the ability to foster positive working relationships across the organisation.
- **Takes initiative:** Ability to be self-directed and identify what needs to be done, how to do it and take it forward.
- **Drives momentum:** Naturally motivated to drive progress and change, bringing teams along on the journey.
- **Integrity** – demonstrates high level of discretion, integrity, and professionalism to handle sensitive and confidential information appropriately.

Desired skills and experience

Skills and experience	Essential	Desirable
You will meet our Occupational Requirement to be a practicing Christian as an active member of a local church and be able to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement.	✓	
Have the Right to Work in the UK (we do not offer sponsorship arrangements).	✓	
You have a formal accounting qualification (e.g. ACA, ACCA, ACIE or other equivalent charity specialist finance, legal or governance) or experience in professional accountancy roles at a senior level.	✓	
A general understanding of UK charity compliance and legal aspects around Gift Aid, grant-making, Data Protection, anti-money laundering and safeguarding.	✓	
Knowledge and experience of applying relevant UK charity legislation, best practice and emerging trends.	✓	
Previous experience liaising with regulatory bodies (e.g. Charity Commission, HMRC).		✓
Experience working in or advising the charity and/or faith-based sector, particularly of the unique governance challenges and opportunities facing Christian churches and charities in the UK.	✓	
Experience of senior leadership within the charity sector, with experience of leading and implementing strategies, working at a strategic level across an organisation.		✓
Experience or involvement in leadership in a church or Christian ministry.		✓
Excellent verbal and written communication skills, including experience presenting to senior leaders.	✓	
Strong interpersonal and communication skills, with the ability to build trusted relationships and engage confidently with senior leaders, trustees, and external stakeholders, inspiring leadership with a servant-hearted approach.	✓	
Proven expertise in leading cross-functional projects, with strong skills in managing competing priorities and deadlines.		✓
Proficiency in Microsoft Office 365 (Word, Excel, PowerPoint, Outlook) and experience using collaboration tools (e.g. Microsoft Teams, SharePoint, Zoom Conferencing or equivalent)	✓	

Working for us

Q. What are the usual working hours?

A. Stewardship's normal office hours are 9am to 5pm, Monday to Friday, but you may be required to work flexibly between 8am and 6pm in accordance with the needs of the organisation.

Q. How much Annual Leave do you offer?

A. All full-time employees receive 27 days Annual Leave, and 8 days bank holiday leave.

Q. What are the pension arrangements?

A. Stewardship offers a generous pension contribution; the equivalent of 10% of your gross annual salary into a group personal pension scheme (applicable after 3 months service).
A salary sacrifice scheme for personal contributions is also available.

Q. Is it possible to work from home?

A. Yes, we are happy to offer flexibility for this role but would expect you to work in our London office for a minimum of 1 day per week.

Q. What staff benefits do you offer?

A. Once probation has been passed, there are number of benefits available to staff:

- Subsidised exercise membership
 - Hybrid and flexible working options
 - Contribution to your charitable giving account
 - Generous leave allowances
 - Long service awards
 - Participation in the Cycle to Work Scheme
 - Death in Service benefit (4x annual salary)
 - Free to employees Health Cash Plan and Employee Assistance Programme
 - Interest-free loans
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How to apply



Occupational Requirement (OR)

As a result of our Christian ethos, this post is covered by an Occupational Requirement (OR) under Part 1 of Schedule 9 to the Equality Act 2010. The successful applicant will be expected to be a practising Christian and to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement, by:

- Active membership of local church congregation.
- An understanding of the faith aspects of the work of Christian charities, including the preparedness to pray with colleagues, where appropriate.



Contact us

For any questions or to arrange an informal conversation about this role, please contact Joan Gray, our People, Culture & Place Administrator, on:

Telephone: 020 8502 5600 extension 307

Email: careers@stewardship.org.uk



How to apply for this position

You can apply online for this role at www.stewardship.org.uk/about-us/careers

Please remember to also upload a copy of your C.V. along with a covering letter that demonstrates what you would bring to this role, to Stewardship and how you fulfil the Occupational Requirement.