

Strategic Change Delivery Lead

Role Description and Recruitment Pack



Contents

- Contents2
- Role overview3
 - Why this position is important to us3
 - The impact you will have in this role4
 - Welcome to Stewardship5
 - Our vision, mission and values5
- Job detail6
 - Overview6
 - Main responsibilities, to include, but not limited to:6
 - It’s all about you...7
- Desired skills and experience8
- Working for us9
- How to apply.....10

Role overview

Title:	Strategic Change Delivery Lead
Hours:	Full time, 35 hours per week, although we can be flexible for the right candidate.
Contract:	Fixed term, 12 months
Location:	1 Lamb's Passage, London, EC1Y 8AB <i>There is some flexibility to work remotely, although you must be able to work in the office at least one day per week, or as the organisation requires.</i>
Reports to:	Chief Ministry Services Officer
Salary:	£70k - £80k p.a. depending on skills and experience
Closing Date:	9am on Thursday 13 th August 2026

Why this position is important to us

Stewardship exists to activate joyful generosity, helping Christians give with confidence and strengthening the churches and charities they support. As Ministry Services enters an important new stage, we are investing in the leadership and delivery capacity needed to shape this work well and serve Christian ministries more effectively.

Ministry Services is being developed to help churches and Christian charities build strong practical foundations for their work. Through support with areas such as finance, governance, digital tools, operational capability and strategic advice, our aim is to release ministry leaders from unnecessary administrative burden so they can give more time and attention to the mission God has placed before them.

The Strategic Change Delivery Lead will help us move this vision from opportunity into action. Working closely with the Executive Team, they will bring structure, clarity and momentum to the next phase of Ministry Services, turning strategic intent into practical plans, well-shaped workstreams and thoughtful choices for the future.

This new role forms part of a wider organisational design change, with Ministry Services identified as a key area for future growth and impact. Early priorities will include market validation, commercial assessment, partnership exploration and potential Merger & Acquisition (M&A) activity, helping Stewardship test assumptions, shape practical options and build scalable models for the next stage of this work.

The impact you will have in this role

This is a rare opportunity to help shape and build a new strategic service line at a formative stage. For many years we have developed a strong reputation among Churches and Charities for our advisory services on finance and governance, with over 900 clients now using our monthly Payroll services and over 500 using our team for their annual Independent Accounts Examination.

Our vision is to modernise and scale these offerings to have even greater impact for the Kingdom. Through a blend of our existing services, new ideas, and increased digital innovation, we believe we have the opportunity to build something special that sits at the intersection of operational excellence and digitally-enabled knowledge sharing. This could transform the stewardship of Churches and Christian charities in the UK, grow their trustworthiness, and help them be better resourced for mission in the 21st century.

With strong support from our trustees, early evidence of demand and significant long-term potential, we are now seeking a proactive and talented Strategic Change Delivery Lead to support the Executive Team as we deliver the first phase of this new service. The role offers:

- Direct exposure to Executive Team decision-making and strategy
- The opportunity to work on a broad portfolio including M&A, partnerships, product and operating model design
- The ability to make a tangible contribution to Christian ministries across the UK through building something new and meaningful

Welcome to Stewardship

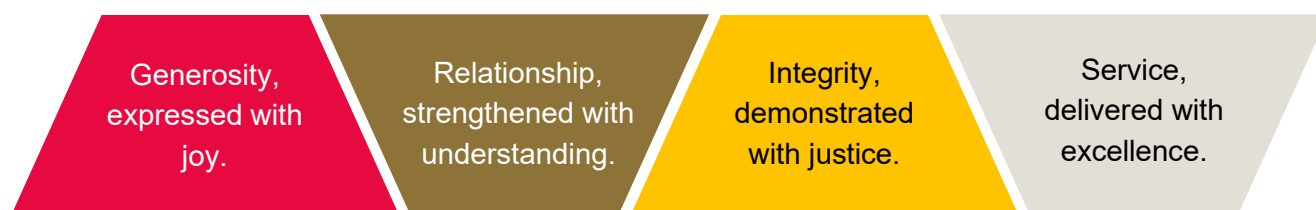
Stewardship serves Christian donors, workers, charities and churches in the UK and beyond called to faithfully steward their personal, professional or ministry resources for God's glory.

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, watch this introductory video:



Job detail

Overview

This role is an opportunity to help Stewardship strengthen the support we offer to churches and Christian charities at an important stage in the development of Ministry Services. Working closely with the Executive Team and Chief Ministry Services Officer, the Strategic Change Delivery Lead will help turn ambition into clear plans, practical action and well-shaped choices for the future. The role will support market validation, commercial assessment, operating model design, partnership exploration and internal change adoption, helping us build a scalable Ministry Services offer that releases leaders from administrative complexity and equips them to focus more fully on mission. We are looking for someone who can bring structure to complexity, build trusted relationships and help move early-stage opportunity into meaningful delivery.

Main responsibilities, to include, but not limited to:

- Translate strategic goals into clear delivery plans, roadmaps and workstreams
- Support the development of Ministry Services business plans and operating models, using commercial modelling and financial analysis to inform strategic choices and investment decisions
- Lead market and customer insight activity to test demand, understand ministry needs and inform the development of the Ministry Services proposition
- Define success measures, benefits and key milestones so progress can be assessed against strategic objectives
- Shape the organisational model and structure for Ministry Services in partnership with the Executive Team and Head of People, Culture and Place, enabling current teams to thrive while creating capacity for future capabilities
- Support internal engagement and change adoption, helping teams understand the direction of travel and what it means for their work
- Work with Payroll Bureau, AES, Charity Formation and Consultancy Helpline teams to integrate their services into the wider Ministry Services proposition and identify supporting platform requirements
- Exploration of potential partnerships, acquisitions and integrations, including coordinating and leading discussions with external organisations
- Track progress, identify risks, dependencies and execution challenges, and propose practical solutions
- Establish clear governance rhythms, decision points and reporting mechanisms to support timely Executive Team decision-making, collaborating with the Project Management Office as required
- Develop clear proposals, decision papers and trustee board-ready materials
- Provide flexible strategic and operational support where additional capacity is needed
- The role may involve line management responsibility

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.

- Strong strategic thinking combined with ability to deliver practical execution
- Experience in strategy consulting, corporate development, or transformation roles
- Comfortable working across multiple domains (strategy, operations, product, partnerships)
- Confident engaging with external organisations, including potential partners, advisers and service providers
- Experience developing commercial models, financial analysis or business cases to support strategic decision-making
- Excellent written and verbal communication, including board-level materials
- Strong problem-solving skills and ability to structure complex challenges
- Highly organised with the ability to manage multiple priorities and stakeholders
- Demonstrated alignment with Christian values and motivation to serve Kingdom impact. You will be a practicing Christian and be able to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement. You should also be able to demonstrate enthusiasm for the Christian purposes of the organisation and a readiness to support and contribute to its ethos.

Desired skills and experience

Skills and experience	Essential	Desirable
Meet our Occupational Requirement to be a practising Christian, as an active member of a local church, with a clear personal commitment to the mission, principles, values and practices contained in our Ethos Statement.	✓	
Have the Right to Work in the UK. Please note that we do not offer sponsorship arrangements.	✓	
Proven experience in strategy, consulting, corporate development or strategic transformation, with a track record of moving ideas into practical delivery.	✓	
Ability to structure complex and ambiguous problems, turn them into clear workstreams, and maintain momentum across multiple priorities.	✓	
Experience developing commercial analysis, financial models, business cases or investment proposals to support senior decision-making.	✓	
Strong stakeholder management skills, with the confidence to work closely with senior leaders and build trusted relationships across teams.	✓	
Excellent written and verbal communication skills, including the ability to prepare clear proposals, executive summaries and board-ready papers.	✓	
Experience shaping operating models, service propositions, customer journeys or product/platform requirements.	✓	
Experience engaging external organisations, such as potential partners, advisers, suppliers or acquisition targets.	✓	
Experience gathering and interpreting market, customer or user insight to inform service development, proposition design or strategic choices.		✓
Previous involvement in partnerships, acquisitions, integrations or due diligence activity.		✓
Understanding of the UK charity, church or Christian ministry context, including the governance, finance or operational pressures faced by leaders.		✓

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 be able to work in our London office for a minimum of 1 day each week, or as required by the organisation. As this role involves collaborating with multiple stakeholders from across the organisation, it is likely that the requirement will be an average of 2-4 days each month.

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)
- Option to join a Health Cash Plan
- Interest-free season ticket loan



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.