
Curacy Development (IME2) Officer

Information for Applicants

March 2026

A Message from Bishop David

Welcome and thank you for your interest in the role of Curacy Development (IME2) Officer.

Manchester Diocese has an inspiring vision and we are making good progress towards achieving this with the development of a wide range of programmes, all designed to release missional energy. The Curacy Development (IME2) Officer has a key role to play in shaping and leading the delivery of this strategy.

Rooted in a clear, hopeful and outward-looking vision for the future and supported by substantial investment from the national church, our diocese's strategy is resourcing mission and ministry across our communities, strengthening the excellent work already taking place. With this support, we are well-equipped to develop a wide range of initiatives that will sustain and grow the missional health of our parishes for years to come. This support along with the rich history and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

It is important to us that the new Curacy Development (IME2) Officer is committed to diversity, inclusion and racial justice. We are also looking for someone who is generous in working with a breadth of traditions and spirituality in the Church of England. In particular, we welcome female candidates and candidates of global majority heritage to help ensure the diversity of our senior team.

We are very much looking forward to welcoming our new Curacy Development (IME2) Officer to the diocese and supporting them with their work.

Yours in Christ,



The Rt Revd Dr David Walker,
Bishop of Manchester



About Us

Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant part of the diocese is rural, although less than 3% of the population of the diocese lives in these areas. 125 (48%) of our parishes fall within the 10% most deprived nationally.

Parishes and chaplaincies across our diocese are supported by the Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 193 Church of England primary and secondary schools educate over 58,000 pupils every day. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Our Vision

Our vision is for Manchester Diocese to be a *worshipping, growing, transforming Christian presence at the heart of every community.*

Much of what we are doing in Manchester Diocese is already contributing to a culture of hope and an expectation of growth, working with our parishes, schools and chaplaincies. This includes many forms of inherited as well as fresh expressions of church. We serve in an area that has a rich history of culture and innovation, made up of diverse and vibrant communities, and a longstanding commitment to social justice. It is a wonderful place to engage in Gospel Ministry.

Our work together grows out of Jesus's Great Commandment which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself'. (Matthew 22: 36-40)...

... and out of his Great Commission, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).

Our strategy is based on positive, inspiring and relevant plans for the future. It is enabling us to bring together the key areas of opportunity and challenge, building on our learning and experience from the significant changes and investments that are already underway. Many of these changes have focused on new ways of working together which are becoming embedded in the life of our diocese.

Building on these successes, we are shifting to the next level in setting our priorities and working out what we want to achieve next. Given the excellent start that has been made, we now have the opportunity to be even more creative and ambitious with our plans for the future living out our values of **faith, hope and love.**

Based on four key themes – *Parish Renewal, Growing Younger, Church Planting and Revitalisation, and Developing Missional Leaders* – this strategy will guide our work over the coming years. We have recently been awarded significant additional funding from the national church as part of the Diocesan Investment Programme to support us with this mission and ministry.

At the heart of this support is our commitment to **Parish Renewal**, providing specialist, practical help to ensure the missional and financial sustainability of our parishes. This



includes financial support for those wishing to establish New Worshipping Communities. Our aim is to ensure that every parish is equipped to thrive and serve its local community.

We are deepening our commitment to **Growing Younger**, nurturing children and young people on their discipleship journey. Building on the success of the Places Project in Bolton and the Man Dio Growing Faith programme across the rest of our diocese, the Encounter Project will provide additional children's and youth workers, while the Equip training initiative will support lay and ordained leaders so they grow in confidence and develop their skills in ministry with children and young people.

Alongside this, we are focused on **Church Planting and Revitalisation** through strengthened partnerships with our existing resource churches and the Antioch Network. Six new resource churches representing a range of traditions will also be established and supported in planting new churches over the next eight years.

We are also building on the work that is already taking place to bring forward and develop the next generations of **missional ordained and lay leaders** at every stage of their vocation, including a new, diverse generation of leaders equipped to grow faith communities.

In all of this we are deeply committed to championing **racial justice** and ensuring that our clergy, lay leaders and congregations represent the rich diversity of our diocese.

We are working towards the 2030 **net zero carbon** goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking simple, practical steps to reduce their carbon footprint.

We will continue to provide a safe environment for all by promoting effective **safeguarding**.

Across our diocese, people hold diverse views and express their faith through **different traditions**, united in a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another and listen to God.

These priorities align with the Church of England's overall vision which is to create a church of missionary disciples, where mixed ecology is the norm, and whose membership is becoming younger and more diverse.



Our Values

Our values are the core principles that help to guide our behaviours and actions in achieving our vision for Manchester Diocese which is to be ... 'a worshipping, growing, transforming Christian presence at the heart of every community'.

Faith

And let us run with perseverance the race marked out for us, fixing our eyes on Jesus, the pioneer and perfecter of faith. Hebrews 12, v 1-2.

- Serving something beyond ourselves – God, Jesus, our communities – believing in our purpose.
- Staying motivated, with a sense of commitment and a belief in the power of our work.
- Outward-looking to our parishes, chaplaincies and schools to serve and support them and help them thrive.

Hope

Be joyful in hope, patient in affliction, faithful in prayer. Romans 12 v 12.

- Optimistic and positive, enthusiastic and confident.
- Energetic and purposeful – working honestly and setting challenging goals.
- Attentive to our own wellbeing and the wellbeing of others.

Love

Love is perfect, love is kind, it does not envy, it does not boast, it is not proud. 1 Corinthians 13 v 4.

- Inclusive and valuing diversity, showing mutual respect and kindness, ensuring that everyone feels accepted and valued, and encouraging one another.
- Caring for God's creation, using the Earth's resources responsibly.
- Great team-working across the diocese – demonstrating empathy, trust and unity.

Developing Curacies

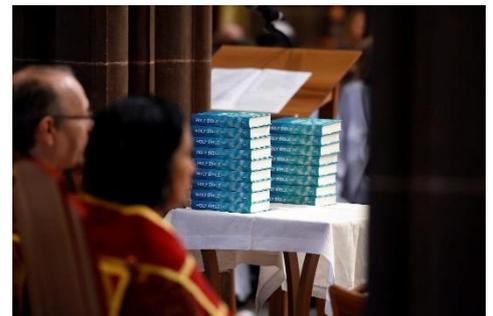
The Diocese of Manchester has a rich history of nurturing training curates as they grow in confidence, character, and capacity for long-term ministry.

There are currently around sixty curates in training, drawn from stipendiary and self-supporting pathways. We are committed to providing a formational environment that supports each person's vocation and equips them for fruitful, sustainable and missional leadership.

Our 3+ year **IME2 programme** sits at the heart of this development. Through regular gatherings, theological reflection, tailored training, and peer learning, curates explore what it means to serve as confident, collaborative, mission-shaped leaders within the diverse contexts of our diocese. The IME2 learning journey offers structured space for prayer, reflection, pastoral formation, and missional imagination, ensuring that curates deepen their understanding of Anglican identity while engaging creatively with the challenges and opportunities of ministry today.

There is a clear capacity and desire to **develop our training offer** further. Manchester is a dynamic and varied diocese offering a wide range of opportunities for curates to grow practical skills in mission, community engagement, leadership, and liturgical ministry. From pioneering ministries in areas of deprivation to revitalising existing congregations, from ministry in the cathedral or in Resource Churches to the ongoing strengthening of parish life, we are excited for curates to discover how God is calling them to contribute to the flourishing of the wider Church and its communities.

As we strengthen our approach to curate development, this role will be central in shaping, resourcing, and championing high-quality formation across the diocese. It will help ensure every curate is equipped to grow into the missional, resilient, prayerful leaders our churches and communities need.



Role Description

Employer:	Manchester Diocesan Board of Finance (MDBF)
Salary:	£33,971 – 40,566 (Diocesan Pay-scale Band 4.1 to 4.3)
Hours of work:	Full time - 35 hours per week
Contract:	Fixed Term to 31/12/2029 with the possibility of extension to 31/12/2033 subject to funding from the Church Commissioners
Normal place of work:	St John's House, 155-163 The Rock, Bury BL9 0ND

Purpose

Curacy development is a vital part of our strategy for developing missional leaders. Working alongside the Head of Clergy Development, the post holder shapes and delivers the IME2 programme, supports the ministerial formation and wellbeing of curates, coordinates communication with curates and training incumbents, and maintains key systems and resources. They help develop learning materials, oversee programme arrangements, and contribute to ongoing programme evaluation and learning.

Key Functions

- To coordinate and administer the IME 2 programme, ensuring high-quality training delivery through effective organisation, communication, room and resource management, and accurate record-keeping.
- To work collaboratively with the Head of Clergy Development, developing learning materials and VLE content, and maintaining systems, documentation, and compliance in service of a continually improving curacy pathway.
- To develop the formation and wellbeing of curates, ensuring pastoral support, liaising closely with training incumbents, and arranging appropriate worship and prayer within the programme.

Accountability

The Curacy Development (IME2) Officer is line managed by the Head of Clergy Development.

Key Relationships

The new post of Curacy Development (IME2) Officer will work closely alongside the Head of Clergy Development. Other key relationships are the Director of Vocations, and the Director of Mission and Ministry. They will also be part of the wider team in championing developing missional leadership across the Diocese.

Many of the key relationships will be with the training curates themselves, and the three cohorts of those who are engaging with the IME2 journey. The post holder will work in close co-operation with them, alongside training incumbents and those who deliver course content.

Key Responsibilities

1. Programme Design and Delivery

- Work with the Head of Clergy Development to design and deliver IME2 programmes, rooted in missional practice and Anglican doctrine.
- Organise and administer regular IME2 training sessions, including booking venues, liaising with speakers, and managing resources.
- Support the development of materials and communications for curacy training using the Virtual Learning Environment (VLE).
- Assist in preparing curates for transition into posts of first responsibility.

2. Theological and Spiritual Formation

- Work with the Head of Clergy Development to provide spiritual accompaniment, mentoring, and pastoral support for curates.
- On occasions lead prayer, worship, and theological reflection during IME2 gatherings, including in small-group contexts.
- Manage and guide Intentional Learning Groups, offering theologically grounded support to group leaders and participants.

3. Coordination and Stakeholder Engagement

- Maintain regular communication with curates, training incumbents, and other key stakeholders.

- Support training incumbents by providing guidance, resources, and timely updates on IME2 expectations and processes.
- Liaise with diocesan teams and external partners to ensure smooth delivery of the IME2 programme and alignment with wider formation pathways.

4. Reporting, Evaluation and Compliance

- Maintain accurate records and documentation relating to IME2 attendance, progress, and feedback.
- Support programme evaluation with the Head of Clergy Development to ensure formation is shaped by the Church of England's theological, spiritual, and missional ethos.
- Prepare reports for the Head of Clergy Development and relevant committees and assist in reviewing curate report-writing.
- Ensure compliance with diocesan safeguarding policies and procedures.
- Uphold Diversity, Equity and Inclusion (DEI) standards across all aspects of the role.

5. To keep in touch with national vision and best practice on curacy development and leadership, and build relationships with key partners outside of the diocese.

6. To undertake such other reasonable duties as may be required.

Person Specification

Requirements	
Qualifications	<ul style="list-style-type: none"> ▪ Diploma or Level 4 certificate or equivalent ▪ Degree level theological qualification or equivalent (desirable)
Experience and Understanding	<ul style="list-style-type: none"> ▪ Experience in organising events, including managing a venue, publicity, event logistics and budget ▪ Active and ongoing involvement in Christian ministry in the life of a local church ▪ Experience in developing and teaching courses, especially in supporting adult learners (desirable)
Knowledge	<ul style="list-style-type: none"> ▪ An understanding and appreciation of ordained ministry, curacy and the changing pressures in the Church of England ▪ Able to critically appraise course content and programmes ▪ Familiarity with clergy formation and ministerial education processes (desirable) ▪ Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese
Skills and Competencies	<ul style="list-style-type: none"> ▪ An enabling communicator and an enthusiast ▪ Pastoral skills to support those exploring new ministry opportunities ▪ Attention to detail, ensuring that deadlines are achieved, resources are managed effectively and events are well supported ▪ People, management and organisational skills to work with others, colleagues and volunteers ▪ IT Skills to support ongoing work amongst colleagues and engagement with virtual learning environments ▪ Committed to mission and collaborative ministry and confident in their own Christian faith ▪ Self-motivated with the ability to work independently and as part of a team.

<p>Personal Attributes</p>	<ul style="list-style-type: none"> ▪ Able to lead worship and prayer in small group gatherings ▪ Able to inspire and develop others ▪ A collaborative leader who is able to work confidently with others ▪ Self-motivated with the ability to work well both independently and as part of a team ▪ In sympathy with the aims and values of the Church of England, and generous in working with a breadth of traditions and spirituality in the Church of England
<p>Work-related circumstances</p>	<ul style="list-style-type: none"> ▪ Able to work flexibly including evenings and weekends ▪ Willingness and ability to travel to meetings and parishes

There is an Occupational Requirement for the post-holder to be a practising Christian, in accordance with Schedule 9 of the Equality Act 2010.

Additional Information

Summary of Terms and Conditions

Employer	Manchester Diocesan Board of Finance
Line Manager	Head of Clergy Development
Normal place of work	St John's House, 155-163 The Rock, Bury
Hours	This is a full-time position (35 hours per week). Flexible working is required in terms of hours and location. The role involves regular evening and weekend work, along with frequent off-site visits
Salary	Diocesan Pay-scale: £33,971 - £40,566 per annum (Band 4.1 to 4.3)
Contract	Fixed Term to 31/12/2029 with the possibility of extension to 31/12/2033 subject to funding from the Church Commissioners
Pension	Auto-enrolment into the Church Workers Pension Fund – Pension Builder Classic Product
Annual Leave	22 days annual leave per year, rising to 25 days after 12 months' service, in addition to Bank Holidays and three church days

Application timetable

The closing date for applications is **Tuesday, 7 April 2026 at 5pm.**

Shortlisted candidates will be informed by **Wednesday, 8 April 2026.**

The interviews are scheduled for **Wednesday, 15 April 2026** at St John's House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.

For an informal conversation about this post please contact Revd Dr Daniel Mullaney, Head of Clergy Development: DanielMullaney@manchester.anglican.org

Queries can be directed to jobs@manchester.anglican.org

Eligibility and pre-employment enquiries

The successful candidate will need to have the right to live and work in the United Kingdom.

They will also be required to undertake an enhanced check with the Disclosure and Barring Service (DBS).