

Recruitment of Committee Members

Expressions of Interest Sought for Membership of the Church of England's various Conservation Committees

30/11/2023

Are you a conservation expert looking for a new challenge? Would you relish the opportunity to help ensure the long-term protection and sustainability of our nations' wonderful churches and cathedrals? Would you like to enhance your professional development by engaging with unique situations in special buildings that need bespoke solutions? There is no requirement to be a Christian, but you must be in sympathy with the mission of the church.

The opportunity

The Cathedral and Church Buildings Department of the Church of England (CCB) is the national resource supporting the use, conservation and development of the Church of England's 42 cathedrals and 16,000 parish churches (12,500 of which are listed) for worship, mission and community engagement.

We at the CCB serve two advisory bodies, the Church Buildings Council (CBC) and the Cathedrals Fabric Commission for England (CFCE). The Church Buildings Council (CBC) sets policy and gives advice on the care and development of church buildings and their contents; campaigns to raise significant funding for church buildings, and awards grants towards the cost of the conservation of historic furnishings, including organs and bells. It gives advice on casework and particular matters of high significance, technical innovation or controversy.

The Cathedrals Fabric Commission for England (CFCE) is a statutory body that makes decisions on applications for certain types of work to cathedral buildings, and generally promotes the care and conservation of the cathedral churches of the Church of England.

We maintain several specialist committees that advise the CBC and CFCE on conservation and other technical and practical issues and make recommendations on grants for the Conservation Grants programmes.

We would like to hear from people with the time and knowledge to serve on our specialist committees in the following areas :

- Clocks
- Paintings & Wall Paintings
- Sculpture & Furnishings Conservation
- Stained Glass
- Contested Heritage

What is the level of commitment?

Our committees meet once or twice a year, usually in person at Church House in London, with other work conducted by email. Site visits will sometimes be undertaken, with an expectation of 1-2 per year, per committee member. The total commitment may be up to 5 days a year per member. Meetings and visits take place on weekdays, so those in full-time employment would be likely to need their employer's blessing. Committee membership is not remunerated, although reasonable out of pocket expenses are paid.

What would you gain?

Joining an expert committee offers a unique opportunity to help to ensure the long-term protection and sustainability of churches and cathedrals. Membership provides great prospects for professional development and will allow you to engage with unique situations in special buildings that need bespoke solutions.

If you would like an informal discussion about these roles please contact David Knight (<mailto:david.knight@churchofengland.org>).

What type of people are we looking for?

Beyond scholarly and/or practical expertise, we are looking for applicants who will bring imagination, insight, and new and diverse perspectives to bear on the significance of Church of England churches and cathedrals and the challenges they face.

We are strongly committed to increasing the diversity of our staff team and the national and regional statutory bodies and other committees that we serve. By diversity, we mean we want more skilled, experienced people from the heritage sector who are also women; people of the global majority; LGBTQIA+; younger; with disabilities; and from all faith and social backgrounds. We hope that our committees will offer diverse perspectives too, by mixing conservation professionals, academics, and practical specialists.

We believe that removing barriers to diversity and inclusion is a fundamental part of our becoming a “simpler, humbler, bolder” Anglican Church, as part of our Vision and Strategy for the next decade. In our committees we hope to achieve more robust and informed decision making, drawing upon more diverse voices drawn from all the people and communities the Church serves. We also hope to make a small contribution to the career journeys of a more diverse range of people, so everyone can reach their full potential.

Clocks Committee

The Church Buildings Council is seeking one member to join its specialist Clocks committee.

Applicants for this role should have a good understanding of the history, significance and conservation of turret clocks in churches. Knowledge of up-to-date conservation methods and principles (i.e. the Turret Clock Code of Practice) would be beneficial.

It will be helpful to show your knowledge and interest in:

- the history and development of English turret clocks in churches
- the historic significance of turret clocks
- an up-to-date knowledge of the conservation of clocks

Paintings & Wall Paintings Committee

The Church Buildings Council is seeking one art historian and/or easel paintings conservator for its Paintings & Wall Paintings committee.

Applicants should either have an advanced understanding of ecclesiastical art history, with knowledge of the significance of ecclesiastical paintings, including hatchments; or experience as a conservator of easel paintings, particularly in churches, with up-to-date knowledge of conservation methods and materials, with preference given to accredited conservators.

It will be helpful to show your knowledge and interest in:

- the history and development of ecclesiastical art in England
- an up-to-date knowledge of the conservation of easel paintings
- an interest in conservation treatment methods and materials, and the development of conservation standards in the discipline.

Sculpture & Furnishings Committee

The Church Buildings Council is seeking two specialists for its Sculpture & Furnishings committee, in timber and church plate/silver/decorative metalwork.

Applicants for the timber role should have a good understanding of the historic use of timber in churches for furniture, fixtures and fittings, and understand the opportunities and challenges of maintaining and using such items in a house of worship. It would be particularly helpful to be experienced in the conservation and repair of historic timber. It will be helpful to show your knowledge and interest in:

- the history and development of ecclesiastical timber furniture and sculpture in England
- the historic significance of timber fittings
- an up-to-date knowledge of the conservation of historic timber
- an interest in conservation treatment methods and materials, and the development of conservation standards in the discipline.

Applicants for the fine metalwork role should have a good understanding of the historic use of precious metals in churches for church plate (candelabra, ciboria, pattens, processional crosses, etc) or decorative metalwork (brasses, for example), and understand the opportunities and challenges of maintaining such items in continuous use in a house of worship. It would be particularly helpful to be experienced in the conservation and repair of historic silver. It will be helpful to show your knowledge and interest in:

- the history and development of ecclesiastical plate in England
- the historic significance of church plate
- an understanding of the conservation of monumental brasses
- conservation methods and materials for the repair of precious metals
- the development of conservation standards in the discipline.

Stained Glass Committee

The Church Buildings Council seeks two stained glass conservators, historians or practitioners with a good understanding of ecclesiastical stained glass. Preference is given to accredited conservators with experience in the treatment and analysis of stained glass.

It will be helpful to show your knowledge and interest in:

- the conservation of stained glass
- an active interest in raising conservation standards in the field of stained glass
- the history and significance of ecclesiastical stained glass and its development in England
- an up-to-date knowledge of current conservation methods, materials and techniques

Contested Heritage Committee

The Contested Heritage committee, formed in 2022, is our newest committee, providing advice to the CBC and CFCE on matters relating to contested heritage, specifically in relation to historic slavery and the Transatlantic slave trade and its impact on the mission of churches and cathedrals today.

Members are appointed by the Council on the basis of their having expertise relevant to the specialisation of the committee. This includes:

- Social and economic history, with knowledge of 17th-19th-century slavery and industrial history. To serve as a reference point considering aspects of history relating to objects in churches and cathedrals.
- Visual culture, with a strong understanding of the interplay of politics, art and cultural boundaries; the implicit and explicit representations of works of art, their display, and impact on communities; an understanding of ecclesiastical objects within their spatial context.
- Communicating evidence-based narratives; community liaison to promote engagement, offer strategies for increasing representation, and provide strategies to assist in communicating different issues to stakeholders.
- Liturgy and theology with a focus on racial justice.

Wider context

We in the National Church Institutions support the mission and ministries of the Church all over England. We work with parishes, dioceses (regional offices), schools, other ministries and our partners at a national and international level.

Compassion, Collaboration, Excellence, Respect, and Integrity

We follow these values in everything we do, whether we are of Christian faith, another faith or no faith.

As a Disability Confident Leader, we actively look to attract, recruit and retain those of you who are disabled.

As a member of the Armed Forces Covenant, we welcome applications from those of you who have served in our Armed Forces and their families.

We are committed to being an equal opportunities employer and to ensuring that everyone, job applicants, customers and other people with whom we deal, are treated fairly and not subject to discrimination. We will do whatever is necessary to provide genuine equality of opportunity. We continuously review our policies and processes to support our aim to create a workforce as diverse as the nation the Church of England serves.

APPLICATION DATES

To express your interest, please send a CV and covering letter to churchcare@churchofengland.org by **Friday the 5th of January 2024**. In early January, a shortlist of applicants will be asked to attend informal online interviews that will take place the week of **22nd January 2024**.