



Chief Operating Officer Department

Learning & Development Adviser

Information for applicants

Contact for enquiries:

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Introduction from the Archbishop of Liverpool

Thank you for your interest in a career at the Archdiocese of Liverpool.

As an archdiocese, we serve thousands of people every week through our parishes, schools, partnerships and local communities.

It is a significant time in the life of our archdiocese, as we continue to walk together on the journey set out by our Pastoral Plan in becoming the Church God calls us to be. This plan outlines a clear mission for the future of our Church and every single member of staff plays a vital role in helping us achieve this.

As an employer, we offer wide range of benefits and a place to develop your career in an environment where every member of staff is valued and encouraged to develop fully their gifts.

We are looking for people whose values align with ours and are passionate about playing a key role in the next steps of our journey.

Thank you again for considering a role within our archdiocese. Each person contributes to our wider mission. I am grateful for your interest in joining us in this important work.

A handwritten signature in black ink that reads "+ John Sherrington .". The signature is written in a cursive style.

Most Reverend John Sherrington
Archbishop of Liverpool



Chief Operating Officer Department

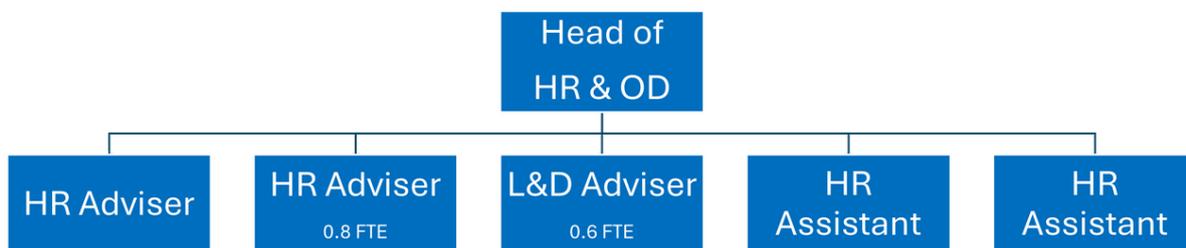
The COO Department is a central operational unit within the Archdiocese that supports the efficient functioning of the Church's mission and day to day organisational activities.

It provides essential services that enable other departments, parishes, clergy, schools and teams across the archdiocese to work effectively and compliantly. All work is carried out within both canonical and civil legal governance frameworks.

Teams included in the Department include:

- Property and surveying
- Governance
- Legal services
- IT
- Communications
- Safeguarding
- Human Resources

The Human Resources team has recently undergone a restructure following review of business need and is now formed of:





The work of the HR Team

Working across the whole employee lifecycle we support 260 employees in the archdiocese which is a registered charity, and 210 employees in our trading subsidiary company APCMC Ltd. In addition we support approximately 80 parish priests in their line management of our employees.

Our administrative office is based in Sefton Park Liverpool however our teams are located across the archdiocese from Penwortham, out to Tyldesley, south to Widnes and west to the Isle of Man, and of course our co-cathedrals. A significant number of our employees support the work of our parishes within which parish priests have pastoral and administrative leadership. We also have staff working at NHS hospitals and universities.

Our approach is relationship led, we empower and coach managers through HR processes, helping them build confidence and consistency in people management. Our aim is to enable line managers to take ownership, supported by clear advice, guidance and tools.

Over the past 18 months we have embarked on a programme of improvement reviewing policies, procuring and implementing HR software, diversifying employee benefits, organisational review and reviewing our handbooks and contracts.

Looking ahead, we will focus on collaborating with stakeholders to ensure organisational structure is fit for purpose and supports the delivery of the Archdiocese's Pastoral Plan and vision for the future. We will also, through our newly created learning and development post, focus on the continuous professional development of our workforce.

Visibility of the team is important and our colleagues are expected to visit our parishes to understand how we can best support with the challenges they face.

This is an exciting time to join the HR Team as we continue to embed meaningful change and shape a modern, compassionate, and effective support function at the heart of the Archdiocese's mission.





About the Role

Learning & Development Adviser

This is an exciting opportunity to create impact in a newly created role following a restructure of the HR Team. We are looking for an experienced and innovative learning and development professional to drive the design and delivery of impactful learning initiatives across the Archdiocese. This is a key role focused on building capability, enhancing performance and supporting a culture of continuous development.

Key responsibilities:

- Lead the development and delivery of learning and development interventions and initiatives
- Partner with managers/parish priests to identify training needs and implement effective learning solutions
- Design and deliver or procure engaging training programmes
- Further develop and enhance induction processes for new starters
- Oversee learning systems including e-learning platforms and digital tools
- Support workforce development, succession planning and performance improvement

The ideal candidate for this role:

- Will be an experienced in learning and development with a track record of designing and delivering training
- Will have a strong understanding of organisational development and performance improvement
- Will be skilled in engaging stakeholders and influencing at all levels
- Will be creative and adaptable, with the ability to deliver innovative learning solutions



Terms and Conditions

Salary

£36,225 per annum FTE (35 hours). £21,735 actual salary based on 21 hours per week.

Location

Saint Margaret Clitherow Centre, Croxteth Drive, Liverpool, L17 1AA.

Hybrid working available for a maximum of 40% of contracted working hours, to be managed around business need. Pre-planned travel across the area of the archdiocese will be required.

Working Hours

21 hours per week (0.6 FTE) worked over a minimum of 3 days per week. Working pattern to be discussed at interview.

Annual leave

38 days per holiday year inclusive of eight bank/public holidays, two fixed gifted days and Christmas shutdown days. Pro rata for part time employees.

Pension

Employees will be enrolled into the People's Pension Scheme with a contribution rate of 3% and 5% contributed by the employer. The archdiocese will match employee contributions up to 6% of their pensionable salary.

Other benefits

There are a range of other benefits including a pension salary sacrifice scheme, subsidised Lifestyles gym membership, cycle to work scheme, life assurance scheme, enhanced parental leave pay and 24/7 Employee Assistance Programme including online GP facility.

How to Apply

Visit the careers page on our website <http://www.liverpoolcatholic.org.uk/careers> to apply online.

The closing date for applications is midnight Mon 20 April 2026.

Interviews: 27 April 2026.

Please note that the information you provide in your application will be used only for the purpose of recruitment and selection and will be held in accordance with the Data Protection Act 2018.





Saint Margaret Clitherow Centre

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