

St Luke's
for clergy wellbeing

CLINICAL QUALITY LEARNING LEAD

Recruitment Pack
February 2026



Welcome



I am delighted that you are considering joining St Luke's for Clergy Wellbeing, and I hope that this job pack supports you in discerning whether this opportunity is the right next step for you,

At St Luke's, we are deeply committed to supporting and advocating for clergy wellbeing. We believe that investing in clergy wellbeing isn't a luxury - it is the foundation for sustainable ministry.

Our vision is simple:

Flourishing Clergy → Healthy Church → Transformed Communities

To realise our vision, our work is focused across three core areas:

- **Preventive** – proactive, creative initiatives to enhance clergy wellbeing, reduce stress and build psychological health.
- **Restorative** – one-to-one treatment and care for individual clergy and their families.
- **Advocacy** – promoting clergy wellbeing and sharing learning between dioceses to foster best practice in clergy wellbeing.

All our work is underpinned by our four values:

Collaboration – Integrity – Creativity – Compassion

These values shape how we engage with our beneficiaries, support one another and pursue our mission - to be the Church's independent evidence-based wellbeing advocate, building communities of practice whilst caring for those broken in ministry.

We know that wellbeing is not a solo activity but a shared task. That is why we are proud to work alongside individuals, donors, diocese, and partners who share our vision and passion to see clergy flourishing. With this support, we are entering an exciting phase of growth. Over the next five years we aim to refine and develop our offer of support to clergy ensuring that everything we do remains aligned with our vision and mission.

I invite you to read this job pack and carefully consider whether you have the gifts and skills we are seeking in this role.

I look forward to reading your application,

Dr Tim Ling

CEO



Role Overview

We are excited to be recruiting a part-time **Clinical Quality Learning Lead** to join our wellbeing team.

About the role

This is a new role within St Luke's created to strengthen and embed high-quality clinical practice across our services. The Clinical Quality Learning Lead will support the continuous improvement and quality assurance of our talking therapy provision, enhancing safety, consistency, and a shared learning culture across our network of therapy providers. This will ensure that our grant-funded support continues to meet the highest standards of care for clergy and their families.

The first phase of this role will be an exciting period of development and service-building. Over the initial three months, the post-holder will work closely with the CEO to help shape and establish St Luke's new online triage system for mental health support grants. You will not be doing this alone: we have budgeted for an experienced Digital Process & Workflow Consultant to help lead the technical build, workflow mapping and platform configuration, while you offer the clinical insight, safeguarding awareness and quality lens that ensures the system is safe, effective and aligned with best practice. This developmental period may involve a slightly higher time commitment than the ongoing 0.2 FTE, and would suit applicants who enjoy creating clarity out of complexity, co-designing new pathways, and embedding a culture of quality from the very beginning.

Once the triage system is launched, the role will transition into its long-term rhythm of clinical quality oversight, learning, and reflective practice - usually within the 0.2 FTE allocation. We recognise, however, that candidates may have differing strengths or enthusiasms: you may be more energised by the developmental set-up, or prefer to focus on the steady-state quality and learning cycle; you may welcome close collaboration with a digital consultant, or feel confident with a lighter level of support. Whatever your preference, we encourage you to express this in your application or initial conversation. Our aim is to appoint someone who can help us shape a high-quality, robust and compassionate triage system, and then steward its growth, while ensuring the role remains sustainable and fulfilling for the right candidate.



What you will bring

This role suits someone who can dedicate around one day a week to provide clinical quality oversight, support reflective learning and strengthen best practice.

You will be ideal if you:

- Have relevant clinical experience
- Share our passion for clergy wellbeing
- Have a heart for learning and sharing learning to improve practice
- Enjoy developing communities of practice.

Location and Team Culture

This role will work remotely, but will require occasional travel to Central London, which will be expensed.

St Luke's is a small, dedicated team. Our success depends on each person contributing to the life of the team and the vision of St Luke's. This role does not require the post holder to have a Christian faith but must be in sympathy with our vision and values.

Outline Terms

Contract Type:	Part Time, Open ended
Hours:	7.5 Hours per week (0.2) Possibly higher initially.
Salary:	£45-48,000 pro rata depending on experience
Annual Leave:	25 days per annum plus bank holidays, pro rata for hours
Location:	Home based, with occasional travel to London



Role Description

Role Purpose

To provide enhanced clinical quality oversight and lead learning and improvement across St Luke's talking therapy provision. This includes auditing referral outcomes, supporting provider engagement, and identifying opportunities to strengthen clinical pathways, data quality, and safeguarding arrangements and best practice. The role will also focus on identifying emerging practice, developing, and sharing evidence-based approaches to clergy mental health support.

Key Responsibilities

- Lead the development and implementation of a quality assurance framework for talking therapy provision
- Conduct regular audits of referral outcomes, triage decisions, provider and beneficiary feedback
- Identify patterns, gaps, or emerging risks (e.g. unmet need for specialist support, recurring safeguarding themes)
- Recommend improvements to referral protocols, form content, or triage pathways based on audit findings
- Identify and synthesise emerging practice across the provider network and wider sector
- Develop and share evidence-based practice guidance, tools, and learning resources
- Facilitate a community of practice among therapy providers, including:
 - Hosting quarterly reflective learning sessions
 - Sharing anonymised case insights and trends
 - Promoting best practice in clergy mental health support
- Liaise with the Clinical Supervisor and internal team to ensure alignment with safeguarding, data governance, and clinical oversight protocols
- Contribute to periodic reporting for trustees and funders on quality, safety, and learning
- Support the development of outcome measures and feedback loops to inform service improvement



Role Criteria

Essential Qualifications

- BACP OR HCPC-registered or equivalent
- Experienced relevant professional such as Clinical Psychologist, Counselling Psychologist, Social Worker or Nurse
- Recognised training in clinical supervision or quality improvement
- Up-to-date level 3 safeguarding training

Essential Experience

- Significant experience in clinical governance, quality assurance, or service improvement in mental health settings
- Experience working with talking therapy services, including low- to moderate-intensity provision
- Familiarity with safeguarding, risk management, and data protection in clinical or charitable contexts
- Experience facilitating reflective practice or communities of practice among clinicians
- Experience identifying and applying evidence-based practice in service delivery

Desirable Experience

- Experience working with clergy, faith leaders, or in pastoral mental health contexts
- Experience in outcome measurement or service evaluation
- Understanding of grant-funded or independent sector mental health provision

Skills and Attributes

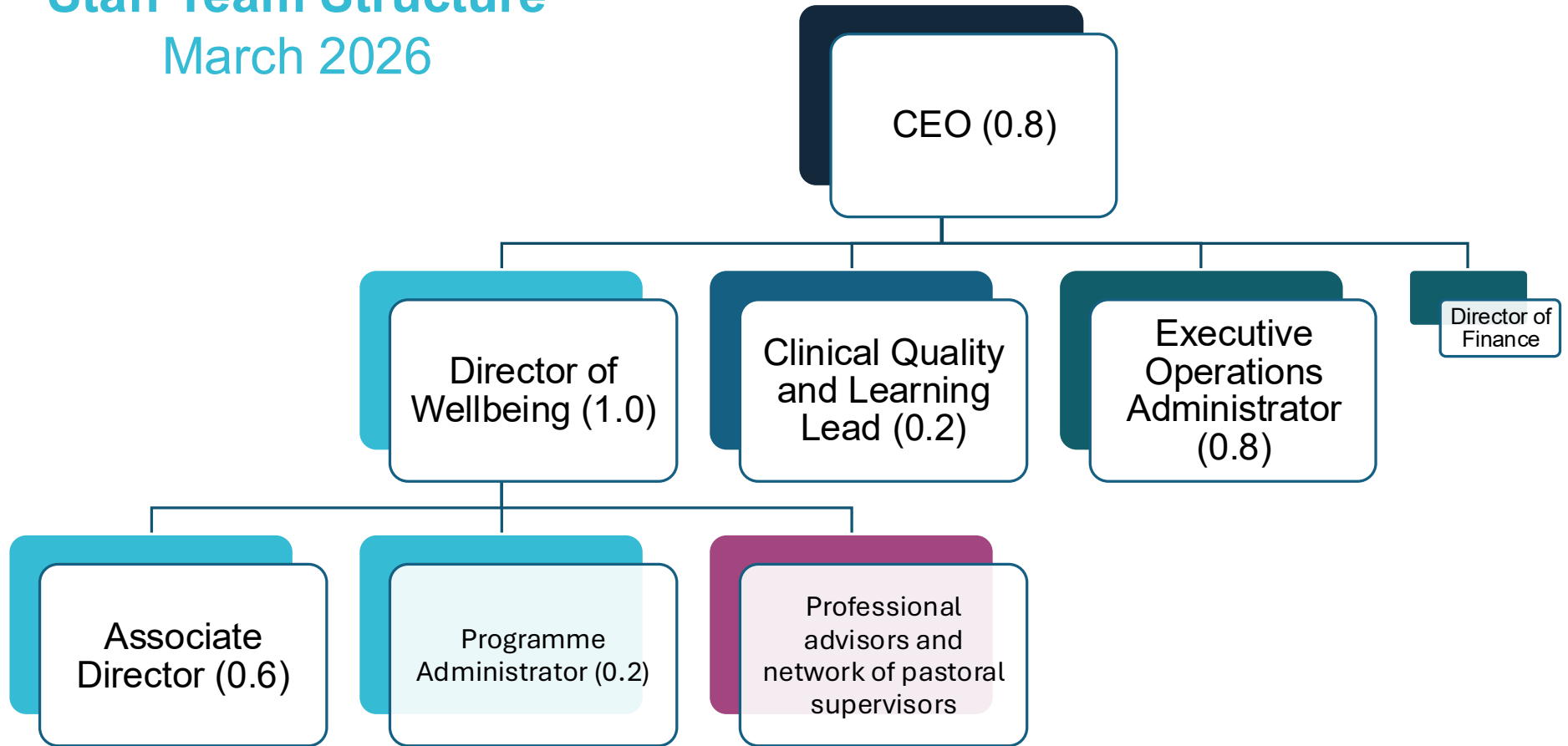
- Strong analytical and reflective skills
- Excellent communication and facilitation skills
- Ability to work collaboratively across clinical and non-clinical teams
- Commitment to continuous improvement and compassionate care
- Discretion, integrity, and alignment with the values of St Luke's



St Luke's for Clergy Wellbeing

Staff Team Structure

March 2026



Application Process

To express an interest, you should submit a CV and letter to: recruitment@stlukesforclergy.org.uk. Your covering letter should set out how you meet the qualifications and experience we are seeking for this role.

There will be a two-stage process for this position:

1. Applications will be reviewed and suitable candidates will be invited to an initial informal conversation with the CEO.
2. Shortlisted candidates will then be invited to a formal interview.

Please submit an expression of interest by **13th March 2026**, so that initial conversations can take place before the start of April.

If you have any questions about the role, please don't hesitate to contact recruitment@stlukesforclergy.org.uk

Job offers will be issued subject to:

- Two satisfactory references, including your most recent employer
- Evidence of your eligibility to work in the UK
- Completion of a six-month probation period



St Luke's

for clergy wellbeing

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