

JOB DESCRIPTION	
JOB INFORMATION	
Job Title: Twin Pillars Strategy & Mission Lead	
Reports To: TBC	Direct Reports: None at Commencement
Salary Scale: Commensurate with seniority of the role	Location: Twin Pillar Parishes
Date Created / Reviewed: September 2026	

JOB PURPOSE
To provide strategic leadership for the development and implementation of the Twin Pillar Strategy, working in partnership with the leadership and parish teams of St Mary's Cathedral and St Andrew's, Westland Row, and within the agreed governance structures of the Archdiocese of Dublin, and promoting its Statement of Mission. The role will put the vision of the Strategy into practice through a clear and achievable programme of implementation, building collaboration, partnerships and the resources needed to strengthen the missionary presence and engagement of the Church at the heart of Dublin.

KEY RESPONSIBILITIES	
Strategic Leadership and Implementation	• Develop and produce a three – year business plan to support the Twin Pillar Strategy. • Lead the implementation of the three – year business plan, setting out agreed priorities, intended outcomes, resources, responsibilities, timelines and measures of progress. • Advise the Twin Pillars Committee and others in leadership on priorities, emerging needs, challenges, opportunities and resources needed. • Ensure the initiative remains aligned with the wider mission, pastoral renewal and priorities of the Archdiocese, <i>Building Hope</i> in a synodal manner.
Mission Development	• Provide strategic leadership in developing the Twin Pillars as places of mission, welcome, co-responsibility, encounter and engagement at the heart of Dublin. • Encourage creative and appropriate ways of reaching those living, working in and visiting the city, including those with little or no current connection with parish life. • Ensure programmes and initiatives support the pastoral aims of the Strategy across faith, welcome, liturgy, culture, catechesis and social justice. • Draw on relevant learning and good practice from other Church, cultural and city-centre initiatives.
Partnerships and Relationships	• Foster strong and constructive relationships across the Twin Pillars, the wider Archdiocese and relevant civic, cultural, educational, community and other Church organisations. • Develop partnerships which support the mission of the Church and deepen its engagement with the life of Dublin. • Build relationships with potential funders, donors, supporters and others who may contribute to the development of the initiative. • Ensure a clear and coherent approach to communications and public engagement and represent the Twin Pillar initiative positively and in keeping with its mission.

Collaborating with Others	• Work alongside both parish teams to nurture a shared sense of purpose while recognising their ministries and responsibilities. • Identify opportunities to share resources, expertise and approaches across the two pillars and support appropriate arrangements. • Collaborate and build positive relationships with other parishes and deaneries within the local area. • Identify and coordinate the people, skills and resources required for implementation, drawing on staff, volunteers, diocesan supports and specialist assistance. • Encourage co-responsibility, collaborative leadership, synodality, volunteer participation and a culture open to learning and renewal.
Resources and Stewardship	• Develop, with relevant colleagues and advisers, the people, funding and other resources needed to support the Strategy. • Identify opportunities for external funding, philanthropy, donor support and appropriate longer-term sources of income consistent with the mission of the initiative. • Lead and co-ordinate the development of funding proposals and approaches to potential funders, donors and supporters, drawing on relevant expertise as required. • Promote responsible stewardship of the resources allocated to the initiative within agreed budgets and governance arrangements.
Progress, Learning and Governance	• Establish a clear approach to reviewing progress, understanding impact and learning from experience. • Provide clear and regular reporting on progress, outcomes, emerging challenges and resources needed to the relevant governance structures. • Use evidence, reflection and learning to recommend adjustments to priorities or approaches where appropriate. • Ensure implementation takes place within agreed governance arrangements and in accordance with parish and diocesan policies.

The responsibilities of the role may develop as the Twin Pillar Strategy progresses and in response to learnings, changing circumstances and approved resources. Any significant ongoing changes to the role will be reflected in an appropriate review of the Job Description.

SKILLS, QUALIFICATIONS & EXPERIENCE	
Education/ Professional Qualifications	• A relevant third-level qualification or equivalent professional experience. • Relevant theological, pastoral, organisational, communications, cultural or related formation would be an advantage.
Knowledge & Experience	• Demonstrated understanding of, and commitment to, the vision and mission of the Twin Pillar Strategy and the wider pastoral renewal of the Archdiocese of Dublin. • Proven track record of leadership, project or programme management and delivering significant initiatives from planning through to implementation. • Demonstrated experience of leading or supporting transformative change, including bringing people with different perspectives towards shared goals.

	• Experience of building effective partnerships and working collaboratively across teams, organisations or communities.
Skills and Capabilities	• Strong strategic thinker, with the ability to turn vision into clear priorities, practical plans and measurable progress. • Creative and imaginative approach to mission, engagement and outreach. • Excellent communication and relationship-building skills, including engagement with civic, cultural, educational and community organisations. • Understanding of the role of communications and digital engagement, with the ability to work effectively with specialist support where required.
Core Qualities	• Collaborative, inclusive and able to build trust. • Adaptable, open to learning and comfortable working in a changing environment. • Able to exercise sound judgement and work with a high degree of initiative within agreed governance arrangements.

LEVEL OF RESPONSIBILITY

- **To Be Confirmed:** The role carries significant responsibility for guiding implementation of the Twin Pillar Strategy and coordinating the people and resources required to support it. The postholder may assume responsibility for future approved roles as the initiative develops.

WORKING CONDITIONS

- The role will be assigned an office within the Twin Pillar churches where it will be primarily based. The role will have engagement across the wider city and Archdiocese. Attendance at some meetings, liturgies, events and gatherings outside normal working hours will be required.
- A degree of flexible or hybrid working may be facilitated, having regard to the needs of the role.

INITIATIVE AND INDEPENDENCE

- **Independent with Direction:** Expected results are defined, but the jobholder can discern the most effective ways to reach, welcome and teach.

KEY RELATIONSHIPS: Describe the key internal and external relationships.

Internal

Area Bishop
Clergy, Staff and Volunteers of the Twin Pillar parishes
Twin Pillar Implementation Group

External

Civic, cultural, educational, community and other Church organisations.
Funders, donors, supporters and potential partners.
Specialist advisers and service providers, as required.

Relevant Diocesan Offices – for example Office of the Moderator and Mission and Ministry team	
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Job Holder Signature: _____

Date: _____