BeSpace

Pilgrimage Development Lead

Job Pack

Hello!

Thankyou so much for your interest in the role of Pilgrimage Development Lead.

You would be joining us at a significant moment in our journey. Having established a strong foundation through our work in Oxfordshire, we are now entering an exciting new season of growth as we look to expand our reach and impact nationally. As we do so, we are deepening and extending the ways we support children in their spiritual journeys through Christian contemplative practices.

As we look to the future, we believe there is a unique opportunity to reimagine the ancient Christian practice of pilgrimage for a new generation, creating transformative experiences that help children and young people encounter God, explore faith and grow spiritually.

Christian pilgrimage is a spiritual journey that invites us to walk with intention, creating space to encounter God through places, people and shared experiences. Rooted in the centuries-old tradition of following in the footsteps of Jesus, pilgrimage recognises that the journey itself is as important as the destination, offering opportunities for reflection, wonder and spiritual growth. At BeSpace, we believe pilgrimage can help children and young people step away from the routines of everyday life, deepen their awareness of God's presence, and explore the Christian faith.

In this role, you will pioneer and develop BeSpace's pilgrimage offer, building partnerships and equipping churches to lead transformative pilgrimage experiences for school pupils. Working with schools, churches and other partners, you will test, refine and scale models of pilgrimage that help children pause, reflect and grow spiritually through contemplative Christian practice.

The job pack includes:

- Details of the role and key responsibilities
- The skills experience and qualities we are looking for
- Specifics around employment in this role
- An outline of the application process
- An overview of BeSpace
- What we believe

I very much look forward to reading your application and hearing why you feel called to be part of BeSpace at this exciting time.

Catherine Clayton, Founder and CEO

Pilgrimage Development Lead

Overall Purpose

The Pilgrimage Development Lead will pioneer and develop BeSpace's pilgrimage offer, creating innovative models, resources and partnerships to equip churches to work with schools in creating transformative pilgrimage experiences that help children and young people pause, reflect and explore faith through contemplative Christian practice.

Key Responsibilities

1. Pilgrimage design, development and innovation.
Design, test and refine pilgrimage models that equip churches to partner effectively with schools, creating opportunities for children and young people to explore faith and spirituality through contemplative Christian practice.

Key responsibilities:

- Lead the design, testing and refinement of BeSpace's pilgrimage offer for children and young people in schools.
- Develop distinctively Christian pilgrimage models that enable children to grow spiritually.
- Pilot new approaches with schools and churches, gathering learning to continuously improve the offer.
- Build a quality ensure framework to help ensure all resources and experiences are engaging, accessible, invitational and aligned with BeSpace's vision and values.

2. Resource development and capacity building
Develop the resources, training and practical tools that equip churches to embed pilgrimage within their work with schools, enabling high-quality experiences that support children's spiritual development.

Key responsibilities:

- Create high-quality toolkits and training materials that equip churches and schools to facilitate a range of pilgrimage experiences together.
- Develop an open source resource bank from good practice around the UK that can be shared with others to see more churches embedding pilgrimage in their work with schools.
- Stay informed about emerging practice in children's spirituality, pilgrimage and contemplative Christian formation.
- Develop a range of themes for pilgrimages that can be built naturally into a school curriculum furthering a school's vision to support children's Spiritual Development as part of SMSC.

Key Responsibilities Continued

3. Partnership Building and Stakeholder Engagement
Build strong partnerships with churches, schools, dioceses and Christian organisations to support the development, delivery and wider adoption of high quality pilgrimage experiences as part of church engagement with schools.

Key responsibilities:

- Develop and nurture strategic partnerships with churches, dioceses, schools, Christian organisations.
- Collaborate with practitioners, educators and churches to co-design and deliver pilgrimages.
- Represent BeSpace at events, conferences and networking opportunities to raise awareness and expand engagement with our pilgrimage work.

4. Impact, Learning and National Growth.
Evaluate the impact of pilgrimage initiatives, capture learning and use evidence to strengthen and expand effective models that churches can use with schools across the UK.

Key responsibilities:

- Lead the evaluation of pilgrimage pilots, using evidence and feedback to measure impact and inform future development.
- Through equipping and training churches see at least 7-10 pilgrimages within the first year take place for school students.
- Identify opportunities to scale pilgrimage models nationally, supporting BeSpace's growth strategy.
- Contribute to funding applications, reporting and impact storytelling related to pilgrimage.
- Work collaboratively across BeSpace to ensure the pilgrimage offer integrates effectively with BeSpace's wider mission and programmes.

5. Wider Team Contribution & Organisational Life
Contribute actively to the life of BeSpace, working collaboratively with colleagues to support the organisation's mission, culture and ongoing development.

Key responsibilities:

- Participate fully in team meetings, planning days, retreats and organisational events.
- Participate in staff prayer times and occasionally lead team devotions.
- Contribute to organisational learning, strategy development and innovation.
- Act as an ambassador for BeSpace's vision, values and Christian ethos.
- Support fundraising, communications and reporting activities where appropriate.
- Undertake other duties consistent with the nature and level of the role.

Person Specification

Category	Criteria	Assessed by*	E/D**
Skills and Abilities	Ability to design, develop and improve innovative programmes, resources or initiatives in response to user needs and feedback.	A/I/T	E
	Strong written communication skills, including the ability to produce clear, engaging and accessible resources for a range of audiences.	A/T	E
	Ability to build and maintain effective partnerships with a variety of stakeholders, including churches, schools and external organisations.	A/I	E
	Ability to plan, prioritise and manage multiple projects simultaneously, delivering work to agreed deadlines and standards.	A/I	E
	Ability to evaluate impact, analyse feedback and use learning to improve future practice and inform decision-making.	A/I/T	E
Personal Qualities	A creative and innovative thinker who enjoys developing new ideas and exploring new approaches.	I/T	E
	A self-motivated and proactive individual who can work independently while contributing positively to a wider team.	A/I	E
	A strong relationship-builder who demonstrates warmth, humility and professionalism when engaging with others.	I	E
Faith Commitment	***Strong committed Christian faith, able to represent BeSpace's ethos. Willingness to actively participate in and contribute to the charities Christian life.	***A/I	E
Experience	Experience of children's spirituality, Christian faith development and Christian pilgrimage with children and young people.	A/I	E
	Experience of developing and delivering projects, programmes or initiatives from initial concept through to implementation and review.	A/I	E
	Experience of creating and innovating resources, training and practical tools that can be used, adapted and replicated by churches, schools, church volunteers or practitioners in different contexts.	A/I/T	E
	Experience of building and maintaining effective partnerships with churches, schools, dioceses or other Christian organisations.	A/I	E
	Experience of gathering, interpreting and communicating evidence of impact through evaluation, reporting or funding applications.	A/I	E
	Experience of developing resources or programmes that support schools in Spiritual Development, SMSC or Religious Education.	A/I	D
	Experience of training, coaching or equipping adult volunteers, church leaders or practitioners.	A/I	D

** Assessment Methods: Application (A), Interview (I), Tasks (T)*
*** Essential/Desirable*
**** This is an occupational requirement under the Equality Act 2010, Part 1, Schedule 9*

Employment Information

Job Title: Pilgrimage Development Lead
Reporting to: CEO
Location: Remote. In person team day travel required 3-6 times a year to Oxford.
Contract: Fixed term 2 year contract. We hope to extend through additional funding we are applying for.

Start Date: Mid November 2026 (Flexible for the right candidate).
Hours of work: PT 3 days a week. (21 hours). Flexible for the right candidate.
Salary: £33,000 - £37,000 per annum (full-time equivalent), pro rata according to hours worked, depending on experience.
Probation period: 4 months

Holiday Entitlement: 25 days (plus bank holidays) per year pro rata with additional time off between Christmas and New Year's Day.

Pension: Automatic enrolment into a direct contributions pension scheme (3% employer contribution)

This post is subject to an Occupational Requirement
BeSpace serves and supports clients within the Christian sector, the nature of the work requires that this post holder has an active faith in Jesus under the Equality Act 2010, part 1, schedule 9.

Safeguarding
BeSpace is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to:

- Provide two references, including one from a current or most recent employer/manager.
- Complete an enhanced DBS check prior to appointment.
- Fill in our Self-disclosure form when applying.

Equal Opportunities
We actively support and welcome the integration of people from diverse backgrounds and varied experiences and skill sets to help shape the work and future of BeSpace. We are particularly keen to receive applications from African and Afro-Caribbean, Asian and other diverse ethnic communities, and those who are neurodivergent and/or living with any kind of disability.

Right to work in the UK
You need to have the right to work in the UK to apply for this job.

Application Process

Stage 1

Complete a copy of our online application form.

Application Form

Closing date: 10:00am on **Friday 9th October 2026**

All successful applicants will be notified via email **by 5:30pm on Friday 9th October 2026**

Stage 2

Successful applicants will be invited to an initial, 30 – 45 minute online Microsoft Teams interview, which will take place in the **week of the 12th October 2026.**
All applicants will be notified of the outcome by **5.30pm on Friday 16th October 2026.**

Stage 3

Following initial interviews, 2-3 candidates will be invited to attend in-person interviews in Oxford on **Thursday 22nd October 2026.**

The interview will be around 1 hour 15 minutes and will include 1-2 tasks.

BeSpace will reimburse any reasonable travel costs.

The candidates will be informed of BeSpace's final decision **by 5.30pm on Monday 26th October 2026.**

If you would like any application and interview support or you need any reasonable adjustments throughout the application process, please contact Bekah Wiseman (Operations Coordinator) on info@bespace.be or if you would like an informal phone call to ask questions or discuss the role, please contact Catherine Clayton (CEO) on info@bespace.be

BeSpace will treat your application as private and confidential. Unsuccessful candidates will be securely destroyed after one year.

About BeSpace

BeSpace is a growing Christian charity with a big vision: to see every child joyful, resilient and growing spiritually for life. We encourage and equip Christians to provide space in schools where children grow spiritually through contemplative Christian practices.

Children today are growing up in a culture marked by constant distraction, overstimulation and rising anxiety, leaving little space for spiritual growth or reflection (Highlighted in social psychologist Jonathan Haidt's book ***The Anxious Generation***, 2024). He outlines the urgent need for practices that foster stillness, attention and emotional regulation to countering the trends we see in society.

76% of people who come to faith do so before age 18 (Talking Jesus Report, Evangelical Alliance, 2022). Children raised in families of faith are more likely to continue that faith as adults, yet fewer children today encounter the Christian faith at home. Schools therefore represent a crucial missional opportunity for the Church, they are a vital point of connection between home, schools and church.

There is a clear need for Christian practices that:

- Nurture spiritual growth at a formative age
- Reconnect children with God and stillness.
- Support wellbeing

BeSpace responds to this need by equipping churches to offer distinctly Christian contemplative practices for schools that foster prayer, stillness and reflection. Through these, children are enabled to encounter God and explore their relationship with Him, the world, themselves and others, developing lifelong spiritual foundations that support both faith and wellbeing.

We have seen incredible impact through developing prayer and reflection spaces in schools across Oxfordshire. Since 2010, over 70,000 children have experienced them, led by local churches, trained and resourced by us, with over 60 schools hosting a space each year. Building on this momentum, we are now expanding the ways we support children's spiritual journey by encouraging and equipping churches nationally to offer a wider range of contemplative Christian practices in schools.

13 Beauchamp Lane, Oxford, OX4 3LF

Charity No: 1168891

Our Values

Our values guide how we behave & make decisions. They will give you an insight into the culture we are seeking to create.

Togetherness
We journey together, bringing churches, schools and communities into shared vision, knowing we are stronger side by side.

Stillness
We practice stillness as an invitation to pause; encounter God & find the space where true growth begins.

Curiosity
We are curious, stepping into adventure with courage, playfulness & a desire to discover more.

Growth
We seek growth in ourselves and our team, knowing that as we grow together, our team and the children we serve flourish into their God-given potential.

Statement of Faith
Nicene Creed

We believe in one God,
the Father, the Almighty,
maker of heaven and earth,
of all that is, seen and unseen.

We believe in one Lord, Jesus Christ,
the only Son of God,
eternally begotten of the Father,
God from God, Light from Light,
true God from true God,
begotten, not made,
of one Being with the Father.
Through him all things were made.

For us and for our salvation
he came down from heaven:
by the power of the Holy Spirit
he became incarnate from the Virgin Mary,
and was made man.

For our sake he was crucified under Pontius Pilate;
he suffered death and was buried.
On the third day he rose again
in accordance with the Scriptures;
he ascended into heaven
and is seated at the right hand of the Father.

He will come again in glory to judge the living and the dead,
and his kingdom will have no end.

We believe in the Holy Spirit, the Lord, the giver of life,
who proceeds from the Father and the Son.
With the Father and the Son he is worshiped and glorified.
He has spoken through the Prophets.
We believe in one holy catholic and apostolic Church.
We acknowledge one baptism for the forgiveness of sins.
We look for the resurrection of the dead,
and the life of the world to come.

Amen.