

Candidate Information Pack



ROSE CASTLE
FOUNDATION





Welcome

We're delighted that you're considering applying to join the Rose Castle Foundation team. This pack has been designed to give you an informed understanding of our organisation that will support your application.

If you still have any questions after reading the pack, please [visit our website](#), or [contact us here](#). We'll be more than happy to help.

Who we are

Our mission is to equip a global network of faith-formed leaders to act across deep divides and transform unhealthy conflict.

Rose Castle Foundation is a charity based in Cumbria, UK, supporting a global network of faith-formed leaders to build sustainable peace in some of the worlds most polarized societies.

We equip leaders with the skills, tools and habits they need to cross society's deepest divides, de-polarise communities and transform unhealthy conflict.

With more than 20 years of experience in the field, we specialise in creating spaces for faith-formed leaders to encounter each other authentically, re-humanising those they no longer see or hear, and working towards a more peaceful future where both sides flourish – one in which their differences still matter.

Our Story

Rose Castle's thick defensive walls have stood for 800 years. To us, those walls represented an opportunity to invite strangers in, rather than shut them out.

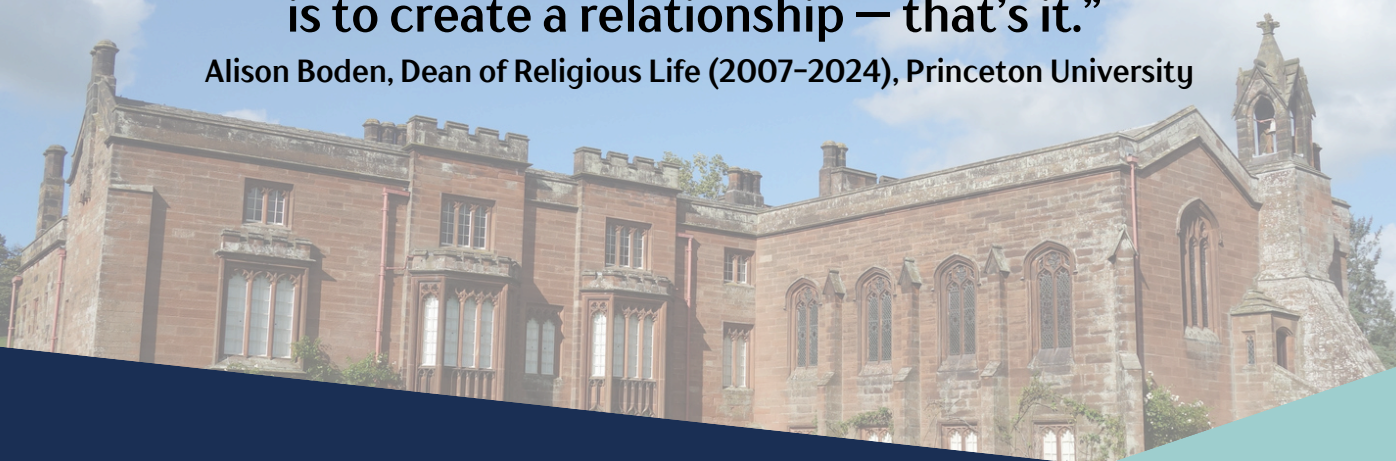
Founded in 2014 by Canon Sarah Snyder, RCF is headquartered at the Rose Castle estate in Cumbria, United Kingdom, from which the Foundation takes its name.

For 800 years, Rose Castle was the residence of the Bishops of Carlisle. Nestled near the border between England and Scotland, it was built both to be a house of prayer and to withstand the enemy – from its earliest incarnation in 1230 to the present day, Rose Castle has borne witness to political and religious change, has been pillaged, burned and rebuilt. When the 68th Bishop of Carlisle moved out of the residence, its narrative inspired us to turn history on its head by re-opening the castle as an international centre for peace and reconciliation, where those in conflict can meet face-to-face in mutual hospitality.

Before Rose Castle became our home, Founder Sarah Snyder and our Co-Chair, Professor David Ford, developed our approach to faith-informed reconciliation at the Cambridge Interfaith Programme (CIP) in the University of Cambridge. The aim of their work was to explore how religion can be harnessed for peace, instead of being seen solely as a driver for conflict. Together they encouraged religious leaders not to seek shallow consensus or compromise, but to facilitate a better quality of disagreement. And when we moved from CIP to Rose Castle Foundation, that principle became the cornerstone of all our work.

“The goal is not to get to agreement on anything. The goal is to create a relationship – that’s it.”

Alison Boden, Dean of Religious Life (2007–2024), Princeton University



What we do

RCF connects and resources leaders who are pioneers of reconciliation in their own contexts, bringing people together across divides to reimagine a world of deep-to-deep collaboration. We specialise in faith-based reconciliation for faith-formed leaders but work across diverse contexts as we innovate on the frontlines of reconciler formation.

We call our approach to reconciliation 'The Rose Way' because it is a journey rather than a one-off event. Our goal is to support and empower tomorrow's leaders – of all faiths and none – to transform unhealthy societal divides, build flourishing communities, and explore their vocations as social change agents.

The Rose Way has three pillars:

1. **Conflict transformation skills:** Deep-to-deep practice in facilitation, mediation, and non-violent communication
2. **Scriptural Reasoning:** Engaging our sacred sources of wisdom in dialogue and action together
3. **The 12 Habits of a Reconciler:** Character development for crossing divides and navigating conflict

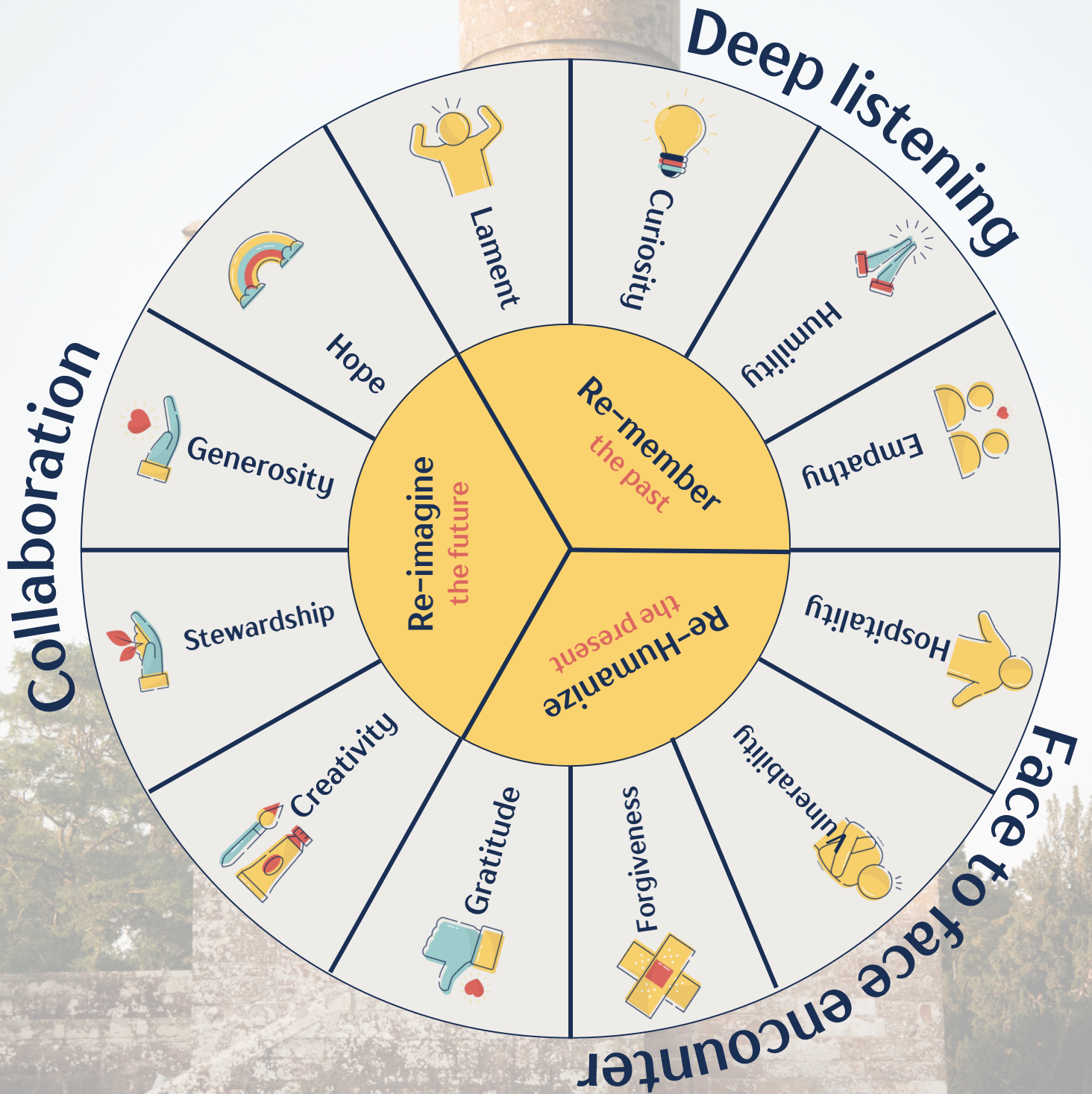
We use a blend of hospitality-based residential programmes, digital resources and peer-to-peer education to train our network in The Rose Way. Our aim is always to create space for what we call 'deep-to-deep' encounters between leaders across societal divides. In a carefully facilitated space, where nobody is asked to leave their faith or ideology at the door, searching questions can be explored because it feels natural and safe to do so. This depth of interaction draws out vital common ground, but, more importantly, allows space to understand our differences – a key ingredient for sustainable peace and community building.

Encounter Programme

Our classic model is the delivery of a week-long Encounter Programme, which can be hosted in the peaceful setting of Rose Castle or on campuses and in local retreat spaces. The Encounter programme consists of a full schedule of generous hospitality; rhythms of retreat, spiritual practice and reflection; shared meals; interactive learning sessions on reconciliation, mediation and facilitation; and visits to historically important sites of conflict and places of worship. The programme allows those of all faiths and none to encounter the divine, ourselves, and each other. During this time the group will live out the reality of disagreeing well – and sharing deeply from who we are.



12 Habits of a Reconciler



Who we work with

We work in partnership with organisations that have the capacity to enable long-term, transformational change by supporting tomorrow's leaders – at key moments in their formation – to lead through change, chaos and conflict. Our partners include universities, seminaries, houses of worship, and faith based and non-governmental organisations located in a range of the world's most divided contexts, including parts of the US, Middle East, Europe, Asia and Africa. Together we design programmes, workshops, retreats and other interventions that build sustainable peace by transforming conflict in its personal, relational, structural and cultural dimensions.

We've worked with ...



With the support of universities, grant-making foundations and experts in the field, we conduct impact-driven research to maintain our global reputation as a thought leader and develop our innovative pedagogy, The Rose Way.

Our Culture

At the heart of Rose Castle Foundation is a culture of welcome that accepts each person as they are, humbly and with respect.

Modelling deep- to- deep encounter across difference starts within our team, working as a diverse community that draws out the depths and differences of what each member brings into the space. This shapes the programmes we run and determines the attitude with which we approach our partnerships, inspiring a global network of leaders that reflect the values we' are committed to living out each day:



Community

Built on trust, personal relationships and genuine care where each member grows freely and holistically.



Humility

An openness and curiosity towards brave encounters, learning in equal measure from our weaknesses and strengths.



Risk-taking

A spirit of initiative and innovation that respects differences and invites collaboration.



Integrity

A commitment to practice habits of reconciliation in our own contexts and to model a sustainable approach to the environment.



Reflection

A mindful approach to the rhythms and grounding nature of prayer or daily reflection, which roots us to our distinctive beliefs and values.

Where we are headed

RCF is receiving unprecedented demand for our work and we are moving from a period of start-up to growth where there are exciting opportunities for the Foundation, our partners, and our team members. There is an urgent need for innovative, effective approaches to faith-informed conflict transformation, reconciliation and peacebuilding which can be cascaded and shared in diverse settings. With generous investment from leading grant-making foundations, our priority in the coming months and years is to continue working with a trusted network of capable partners who can help us to invest in the Rose Way. By listening to their needs and learning what works – across the sectors we engage and in a range of the world's most divided societies – we will develop and scale an empirically robust methodology for faith-informed reconciliation and peacebuilding.

We are running a significant global fundraising campaign in 2025/2026 to enable us to meet more of this demand and deliver on our vision.

We are a close-knit team who support one another and are passionate about our mission. We work hard to model our values and we invest in our staff, encouraging all team members to take responsibility, knowing they are fully empowered and supported as they do so.

We look forward to welcoming our new team members.



**For more information
Please visit [our website](#)**

**Or for specific questions
Please [contact us here](#)**



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