



# WORSHIP DIRECTOR

2023

St Paul's and St George's (Ps & Gs) is a vibrant Scottish Episcopal church in the centre of Edinburgh with a congregation of around 1,000. At our heart we believe that we are called to be **whole life disciples, sharing the whole of the gospel, with the whole of society, through churches of grace.**

We are looking to appoint a person who is experienced in leading worship to help enable us to encounter the Father, worship Jesus and be renewed by the Holy Spirit. We are seeking someone who is passionate about Jesus, who has proven leadership ability and who is an accomplished musician and singer. Someone who is comfortable in leading contemporary worship and in taking a congregation on a journey into God's presence while also understanding and being open to other forms and styles of worship.

Could God be calling you to come and join us?

w. [www.psandgs.org.uk](http://www.psandgs.org.uk)  
f. Ps & Gs Church  
i. @psandgschurch  
Charity number. SC005025

# Introduction

Thank you for expressing interest in the Worship Director role at Ps & Gs. I hope you find the following material helpful in telling you a bit more about the church and the job. If I can help in any way, do please get in touch with me via the church office.

Our Worship Director is a key leadership role who will be able to:

- Develop a worshipping community and equip worshippers.
- Identify, train and mentor worship leaders, musicians and singers.
- Have oversight of production
- Organise, inspire and manage volunteer teams

We are looking for someone who wants to be a core member of our community and see our church thrive in its mission to worship God, love people and serve both our city and the world.

Please be assured of our prayers as you seek whether God is calling you to join us.

Thanks again for your interest.

Yours warmly,



Dave Richards | Rector



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# About the role

This role is key in continuing to develop the worship life of the church. As we pursue what we believe God is calling us to, we will need you to play your part in developing and discipling others and resourcing worship.

## Key Responsibilities

### Worship Leadership

- You will be responsible for all service planning, organisation and communication – working closely with the clergy team.
- You will regularly lead at Sunday services, special services, prayer and worship gatherings (Kingdom Come) and conferences delegating to other worship leaders as required.

### Team Leadership

- You will identify, develop and train new, existing and younger worship leaders, singers and musicians.
- You will oversee and guide recruitment, operation and leadership of the production teams – Sound, Camera, Lighting, and Presentation (lyrics & multimedia).
- You will also help to identify, train and mentor worship teams for our anticipated church plants.
- You will build a team ethos through regular team meetings which offer time for training, encouragement, reflection and prayer.

### Prayer

- Together with the clergy team, you will help encourage the church to pray – through 24-7 Prayer rooms and weeks, Kingdom Come and other initiatives.

### Creativity

- You will oversee and enable the creative aspects of our worship – through music and other forms such as multimedia and the arts.
- You will explore the writing of new worship material for use at Ps & Gs and elsewhere.

### Management

- You will be responsible for the budgets for the different ministry areas you oversee, under the direction of the Operations Director and Finance Team.
- You will be responsible for the management and organisation of rotas for the worship and production teams and ensuring appropriate people are in place for services and events – with the support of the team leaders.
- You will have line management responsibility for the Production Coordinator, when appointed.

### Other

- We are open to explore, with individual candidates, other areas of ministry which you might develop and lead, depending on your gifts and interests.



## Essentials

### Personal Qualities

- Passionate about Jesus, and fully committed to the vision and values of Ps & Gs.
- Humble, self-aware, strong emotional intelligence and able to demonstrate excellent inter-personal skills and have a sense of humour.
- Work well as part of a team.
- Committed to prayer, evangelical in theology and holding to traditional beliefs in matters of faith and conduct.
- Teachable, open to the renewing work of the Holy Spirit and happy to work at the direction of the Rector.

### Worship Leader

- An accomplished singer and musician, with a wide knowledge of contemporary worship.
- Experienced in leading worship in a breadth of different contexts including an understanding of reflective and traditional worship.
- Able to inspire people to worship.

### Leader and Teacher

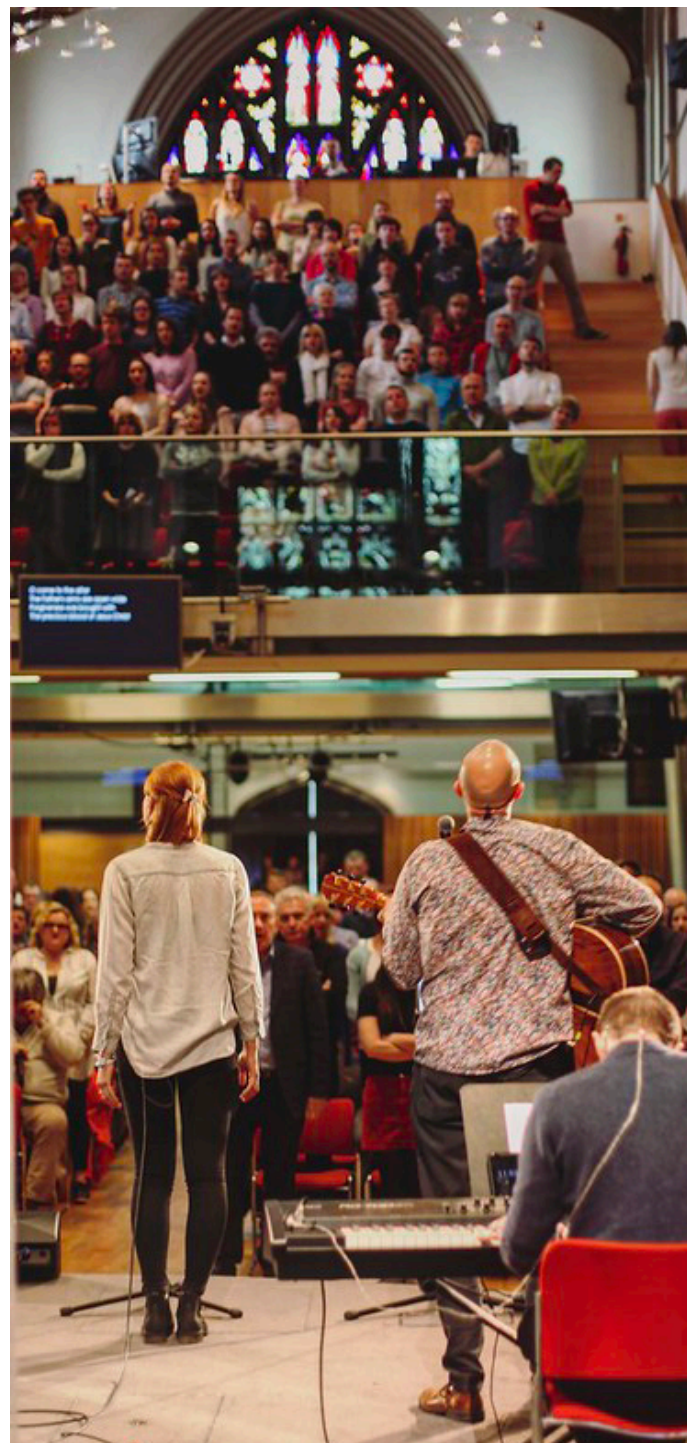
- Capable of teaching and supporting singers and musicians in developing their gifts and skills.
- Willing to encourage and support production teams.
- Able to teach people, and help them to reflect, theologically.
- A good leader of leaders, able to build strong teams, and develop and mentor others.
- An encourager who is able to motivate others and draw upon their strengths to compliment your weaknesses.

### Management

- Have good oral and written communication skills.
- Able to organise and coordinate planning and delivery of worship in a timely manner – delegating where necessary.
- Able to plan and manage budgets, and prioritise spending.
- IT literate and able to learn new software packages.

## Desirables

- Have the ability to network, resource and encourage other worship leaders in the wider church in Scotland.
- Have gifts in writing new worship songs on your own or collaborating with others.
- Be experienced in sound engineering and/or production. Familiar with modern worship production technology such as IEMs.
- Have had some theological and/or worship ministry training.
- Experience of church worship and planning software, such as Planning Center Online, ProPresenter, MainStage or Pro Worship.



## Key Information

1. The role has an occupational requirement that the post-holder has an active and lively Christian faith.
2. Start date: as soon as possible.
3. The role is permanent and has a mutually-reviewable probationary period of six months.
4. The role is 35 hours per week, excluding breaks, working over five days, including some evenings and most Sundays. You can request up to five Sundays off per year as part of your annual leave allowance. Normal days off are Fridays and Saturdays.
5. You will be leading or present at all key services such as Advent, Christmas and Easter.
6. The notice period is three months.
7. The role reports to the Rector and is appraised annually.
8. The appointment will be subject to you, if successful, obtaining a PVG Scheme Record through Disclosure Scotland. If you are invited to interview, you will receive more information about this.

Please note that we can only accept applications at this time from people who have a right to live and work in the UK.

## Benefits

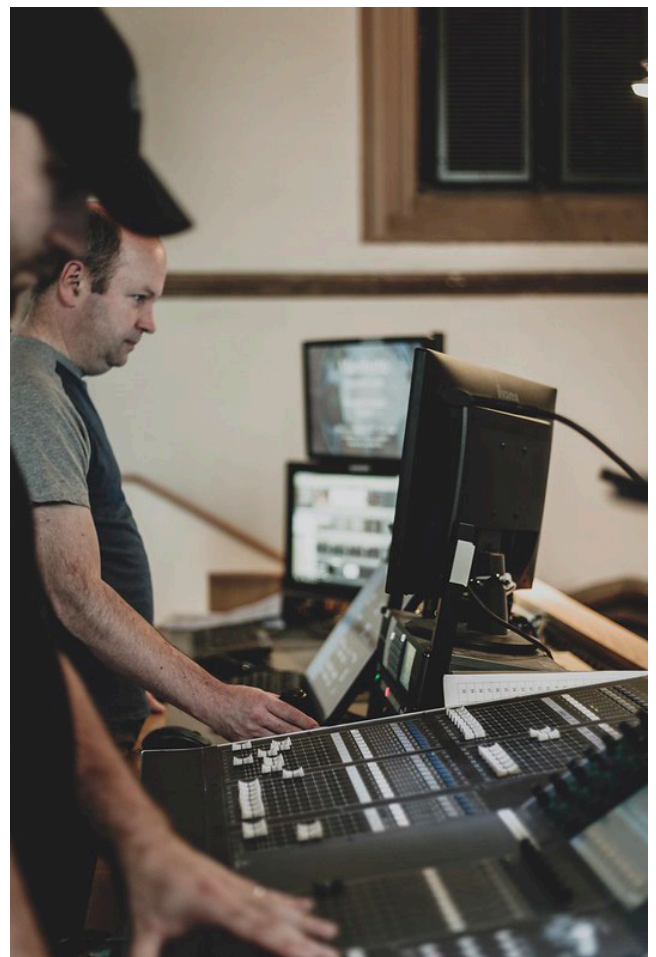
1. The salary range for this role is £26,400 - £29,700 dependant on your experience.
2. You will be enrolled in a direct contribution pension scheme (usually NEST however other arrangements can be negotiated).
3. You are entitled to monthly prayer and study days, one per month.
4. You will be entitled to five weeks' holiday per year, plus five designated public holidays, plus five public holidays to be taken at a time of your choosing and in agreement with the Rector.
5. Every four years of continuous service, you will be eligible to take four weeks of sabbatical leave.

## Application and Interview notes

The closing date for this post is at **12 noon on Monday 14 August 2023**.

Please complete an application form (available at [www.psandgs.org.uk/jobs](http://www.psandgs.org.uk/jobs)) and return to David Shanks; [david@psandgs.org.uk](mailto:david@psandgs.org.uk).

Interviews will take place on the afternoon and evening of Wednesday 30 August at Ps & Gs Church.





## About Ps & Gs Church

Built in 1818 and refurbished in 2008, the church building stands in a strategic location in the heart of Edinburgh's New Town. We have three Sunday services, a vibrant community life with nearly 30 ministry areas, and many opportunities to serve those around us.

We are at an exciting time in the life of Ps & Gs. We have been continuing to deliver and expand our ministries to respond to the ever-changing needs of our congregation and city. As well as Sunday services, we offer a wide range of courses, activities and ministries.

We are passionate about evangelism and run the Alpha Course both in person and online. Our Saturday Meal reaches out to the homeless and vulnerable in our community by providing a free meal every weekend. Our Counselling Service is responding to the ongoing challenges caused by the pandemic and the cost-of-living challenges.

Our Children's Ministry is engaging regularly with families, whether they attend church on Sundays or through our midweek Babies and Toddlers group. Our youthwork is growing and developing.

We are a gathered church, and so encourage people to become whole life disciples through local Connect Groups.

We ask that anyone who calls Ps & Gs their home church gets actively involved by regularly **praying** for the work, **serving** as part of a volunteer team, and by **giving** financially to keep making church happen. We are hugely thankful for the generosity of our congregation.

### STRATEGY

Since the end of the pandemic, we have developed a two year 'Plans & Priorities' strategy which will run until the end of 2024. It's areas of focus are as follows:

- **Growing and deepening** in discipleship, community, sharing our faith, in strategic partnerships, developing out ministry areas, and in supporting wider ministry and mission in the UK & overseas
- **Exploring and planning** church planting and increasing our social outreach ministries
- **Loving and serving with impact** caring for refugees and New Scots, being able to respond quickly to local needs in partnership with other organisations.

A summary of our strategy is on our website:

[www.psandgs.org.uk/strategy](http://www.psandgs.org.uk/strategy)



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## About Edinburgh

Edinburgh is home to Ps & Gs and is Scotland's capital. It is a vibrant, cosmopolitan, and cultural city with a fascinating history, a stunning skyline, and a wonderful location on the Firth of Forth. The city's population doubles during the summer months as the various Festivals (Art, Jazz & Blues, Book & Storytelling, Film, Science, International Festival, and the Fringe) welcome over half a million people from across the world.

With four Universities, Edinburgh truly lives up to its reputation as a seat of learning and research. The city is a thriving centre for finance and commerce. With its UNESCO World Heritage listing, its famous Military Tattoo and Hogmanay celebrations, it is known as one of the leading cities of the world. Lots of green space, the quaint Old Town and the stunning Georgian New Town contribute to making this city a great place to be.

We think Edinburgh is a wonderful city in which to live, work and worship: all the resources and culture of a capital city, but on a manageable scale. It is a haven for foodies with an incredible concentration of diverse eateries across the city. Coast and mountains are nearby, not to mention Arthur's Seat in the heart of the city. It really has something for everyone!

It's a great place to be - come and join us...



# Our structure

## Vestry

The Vestry operate as non-executive trustees and hold the responsibility for finance, property, safeguarding and the overall strategic direction of the church.

The Vestry is made up of elected members of the congregation, clergy, Operations Director, and is chaired by the Rector.

## Staff and Volunteers

The staff are responsible for enabling the day-to-day operational ministry of the church.

The church has a strong volunteer base of over 400 as well as various areas of ministry coordinated by volunteer-led teams.

See the team: [www.psandgs.org.uk/staff](http://www.psandgs.org.uk/staff)

