



The Church of Scotland

Appointment of

MISSION FACILITATOR

Presbytery of the South West

Closing date – 12 noon Monday, 25 March 2024

Job Reference Number: M03/24

Responsible to: Presbytery Office with day-to-day oversight by a member of the Presbytery Mission Committee.



About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in the community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of Parish Ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons, Parish Assistants, Children, Youth and Family Workers, Outreach Workers, Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



About the Presbytery

In the flow of Christ's Commission to "Go and make disciples of all peoples and cultures, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." South West Presbytery aims to support congregations in sharing the Good News of Jesus Christ and multiplying people of all ages and abilities in apprenticeship to Jesus' life of transforming faith, hope, and love.

Context of the role

The post will support each of the Five Marks of Mission. We are trying to encourage congregations to develop new means to proclaim the Good News, to teach and grow disciples and thus to establish new worshipping communities. We hope that local projects will engage with local, unmet human need, and, albeit gradually, assist in transforming society, at least at a local level.



Role description

Title of Post:

Mission Facilitator

Responsible to:

Presbytery Office with day-to-day oversight by a member of the Presbytery Mission Committee.

Purpose of Post:

The Mission Facilitator will enable, encourage, and support the development of Christ's Mission across the Presbytery, in and through its congregations and pioneer mission projects, with particular focus on the first two marks of mission (Tell and Teach/Train). This will focus on supporting the planting and growth of pioneer mission projects, while managing a number of Pioneer Mission posts in their designated area to develop new initiatives with a cross-presbytery remit to train and support people to develop parish mission initiatives.

Main Duties

- The Mission Facilitator will, in consultation with and under the line management of the Mission Committee:
- Coordinate and facilitate mission mapping across the whole of presbytery and assist the Mission Committee and Presbytery in generating mission projects, which may
- attract support from such funds as Seeds for Growth to promote the mission of God in communities through the work of Presbytery congregations and pioneer projects;
- Line manage and support the team of existing Mission Pioneers across the Presbytery;
- Provide training opportunities for pioneers and their teams, particularly in evangelism, spiritual formation, and multiplying dedicated followers of Jesus;
- Encourage and support pioneers and their teams in the use of available parish
- statistics, and tools like community audits and congregation audits, in identifying
- perceived parish needs and giftings which could help address such needs in the name of Christ;
- Be alert to how similar roles in other presbyteries and denominations are progressing, and contribute to a positive cross-fertilisation of missional ideas, insights, and
- inspiration in the Presbytery of the South West and across the Scottish Church;
- Report regularly to the Mission Committee to keep them informed and involved.
- Promote involvement in and coordinate initiatives to develop mature disciples of all ages and abilities in line with Presbytery's missional objectives;
- To support and encourage opportunities to share the Christian faith with all ages, backgrounds and vulnerable groups.
- Other reasonable duties as directed by the line manager;
- To contribute fully to the Ministries Council appraisal process

Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

The successful candidate will have:

- Understanding of the challenges of developing a mission focus in the local church
- Highly developed interpersonal skills with ability to communicate information, influence, inspire and motivate others
- Experience of strategic and project planning techniques
- A commitment to partnership working, developing and maintaining links with other churches and organisations
- Experience of setting up, leading and nurturing new outreach ventures or/and ecclesial communities
- Line management experience
- Effective team leader and team member through building credibility, rapport and strong working relationships
- Drive and enthusiasm with a positive attitude and ability to enthuse others
- Creative thinker and self-starter
- Qualified to degree level, or equivalent experience in; Theology, Community Development or/and Business Charity start up
- On-going commitment to continuing professional development including willingness to work towards qualifications and accredited training

It is also desirable, however not essential that the successful candidate will have:

- A vision for how the Presbytery could form operational practices to better engage with God's Mission through Jesus Christ.
- Understanding of modern missional approaches including such initiatives as Fresh Expressions, New Worshipping Communities, Path of Renewal and Pioneering
- Excellent IT skills
- Experience of training development and delivery for a range of different stakeholders
- Proven record in digital content creation

Applications will be assessed in respect of the above criteria.



Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto-enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

Current Pension Contributions

Employee Contribution	Employer Contribution
0%	11.5%
0.5% and less than 2.5%	11.5%
2.5% and above	14.0%

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

Terms and Conditions

- Salary is based on the MDS scale of £28,815 - £32,575 per annum. The successful candidate will start at point 1 of a 5-point scale and move up the scale in annual increments.
- Normal hours of work will be 37.5 hours per week. The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day.
- This full-time post can be split into two part time posts or job share.
- This post is fixed term for a period of 23 months from date of appointment.
- The post is Presbytery wide with a local church office space available or flexible homebased working can be agreed.
- There are five weeks paid leave (187.5 hours) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays. Entitlement increases after five years' service to six weeks (225 hours) annual paid leave.
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process.

For a confidential discussion regarding the role, please contact Rev Neil Urquhart nurquhart@churchofscotland.org.uk

How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.

Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**