

Appointment of

PRESBYTERY PIONEER WORKER

Kirkcaldy, Kingdom Park, Fife Presbytery

Closing date – Monday, 27 May 2024 at 12 noon

Job reference Number:07/24

Responsible to: Presbytery Mission Director



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 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 Nurture Forum 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 Parish

A new housing community, Kirkcaldy Kingdom Park, will be served by the parishes of Kirkcaldy: Dysart St Clair and Kirkcaldy: Pathhead. A joint pioneer support group, Kingdom Park Initiative has been established by the congregations and Presbytery to begin growing a vision for pioneer outreach to the new large expansion in the north east of the town.

Fife Presbytery has identified this new housing community as an area for pioneering ministry, as part of the presbytery's vision to establish seven new worshipping communities by 2030. The postholder will be supported by the Presbytery Mission Director, Pioneer Task Group and find peer-support from a growing team of pioneers.

Context of the Role

Kirkcaldy Kingdom Park will form the new north east expansion to Kirkcaldy, extending to 135 acres and provide up to 1,100 new homes in a number of new neighbourhoods. At the heart of the development will be the new village of "Kingslaw", delivering a traditional village centre with a mixture of convenience shopping and community facilities.



Role Description

Main duties

- To help grow a vision for pioneer outreach in Kingdom Park, and the surrounding Kirkcaldy area, by developing and initiating plans for an appropriate form of Christian witness and community
- To work ecumenically and closely with the Presbytery Mission Team, Local Group, and General Trustees to deliver and develop outreach
- To connect with the local community and build meaningful relationships by engaging with families and residents of the Kingdom Park housing development
- Liaise with local bodies such as the local authority, site developers, construction workers and local schools
- Develop good communication and build a profile of the community to assess needs and identify local priorities, with a view to develop new ways of being church
- To identify, recruit, lead and motivate volunteers to take part in community outreach activities
- Develop appropriate pastoral care and respond to pastoral issues that may occur within the remit
- To collaborate with the local chaplaincy team and develop relationships with local schools and community groups
- Share good practice and experience with regard to mission with Presbytery and beyond
- To communicate to the Presbytery, information and vision for the work regularly
- To contribute fully to the Faith Nurture appraisal process
- To undertake any other duties as reasonably required by the Line Manager



Person Specification

It is essential 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. You should have experience of planning and leading effective mission and outreach and/or implementing projects. It is also essential that you have:

- Vision for planting fresh expressions of church and a passion that others should become disciples of Christ
- The ability to be visionary and innovative and to can initiate new and radical ways of being Church
- Well-developed understanding of the interaction between gospel and contemporary culture
- A commitment to reshaping the church for mission
- Skills in initiating and managing change, enabling and supporting others to deal with it in a flexible, balanced and creative way
- A commitment to partnership working, developing and maintaining links with other churches and organisations locally and beyond, sharing information and developing best practice
- High level of IT literacy including social media
- Excellent influencing and negotiating skills, with sensitivity to achieve mutually satisfactory outcomes
- Ability to work unsupervised, with readiness to use own initiative
- Proven ability to work creatively with colleagues and contribute to effective team working
- Excellent planning and organising skills with the ability to prioritise your workload
- Ability to communicate effectively across all age groups using highly developed interpersonal skills
- A degree-level qualification or similar or accredited training in community work, project management or significant, recent and relevant work experience in this area
- Ongoing commitment to continuing professional development including willingness to work towards qualifications and accredited training

It is desirable that you have:

- An understanding of chaplaincy as it applies in the community and workplaces
- Experience of Church Planting, Pioneer Ministry or leading a Fresh Expression

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. This is the full-time salary scale and actual salary will be pro rata to 0.5 FTE.
- Normal hours of work will be 18.75 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 is a permanent post.
- The post is based at Pathhead Church initially until a base within the community can be established.
- There are five weeks paid leave (187.5 hours pro rata) 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 pro rata) 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.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- 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.

For a confidential discussion regarding the role, please contact: Lorraine Orr, Mission Director. Email: lorr@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**