

Person Specification

TM

We are looking for someone who has a deep faith in Jesus Christ, a strong sense of vocation, an enthusiastic leader, who has a heart for transforming lives.

Faith and Vocation

- You must have a desire to see people come to a living faith in Jesus Christ, and feel called to leadership within the body of Christ. In other words, you should be committed to sharing the gospel and lead people, young and old, into a relationship with Jesus and also his Church.
- You must have a passion to see people encounter God through worship.
 - A proven ability to grow and develop the worshipping life of the church is **essential**.
 - Experience of being the lead worshipper in services of a variety of styles and sizes is **essential**.

Qualities and Experience

- Experience of leading a team and managing others, including their development is **essential**.
- A wholehearted commitment to the mission, vision and worship philosophy of Transforming Mission and, in particular, to growing the worshipping life of a growing church is **essential**.
- Being able to work within teams, and lead teams yourself is **essential**. Previous examples of how you have successfully led teams and encouraged others in their gifts and talents will set you apart from other candidates.
- A proven track record of your ability to plan and lead worship within a broad Anglican tradition that creates a culture of openness to the work of the Spirit, is **essential**.
- Creativity, and the ability to develop fresh and engaging resources to help enable the church to gather in prayer and praise is **essential**.
- A well developed ability to provide strategic and visionary oversight of projects, initiatives or area of ministry within the church, and the perseverance to complete and review is **essential**.
- Being able to demonstrate excellence as a worship leader, in a variety of styles and traditions is **essential**.
- An ability to work collaboratively with another Worship Leader in a way that compliments different emphases, whilst maintaining unity in the team.

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- Willingness to work evenings and weekends is **essential**.
- It is **essential** that you are someone who is willing to learn and develop their own Christian faith, skills and gifting.
- It is **essential** that you are approachable and openhearted, showing good relational skills and being an enthusiastic presence for leading a church in worship.
- You must be intentional about self development, of musical and leadership knowledge and skills.

Abilities

- A well developed talent in broad vocal and instrumental direction is essential.
- Proven skills in the use of technology in worship and in the use of sound, lighting, computers and video presentation is **essential**.
- Proven success through the use of your own initiative, ability to self start, for building a team around you and pioneering new work is **desirable**.
- Good personal administration: motivation, time-management, and the ability to prioritise is **essential**.

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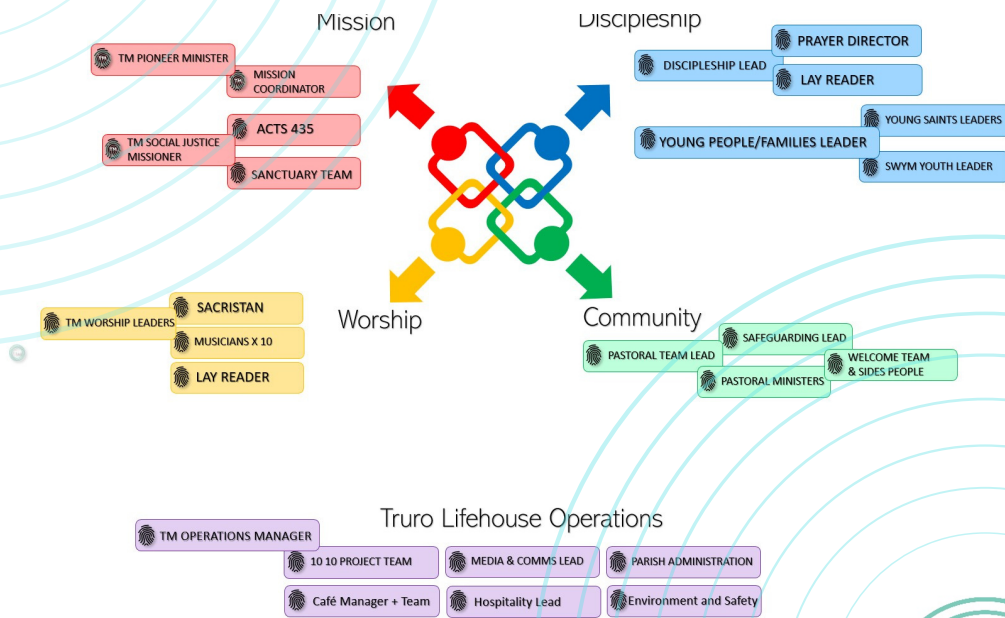
Key Relationships

The key relationships in the wider community for the post holder are:

- Churches Together in Truro
- Truro Cathedral Chapter
- Truro group of Anglican Churches
- TM network worship ministers.

The key relationships at All Saints Highertown for the post holder are:

- TM Truro Resource Minister
- TM Pioneer Minister
- TM Young People's Lead
- Current musicians and worship team.
- All Saints' Discipleship Team
- All Saints' Ministry Team
- All Saints' congregation





Conditions and Benefits

Context

The post will operate from within the current ministry team of All Saints Highertown, which sits within the Deanery of Powder. The post is under the leadership of Jeremy Putnam (the Priest in Charge of All Saints and Resource Minister for TM Truro). TM Truro is part funded by the Strategic Development Fund of the Church Commissioners. This is a fixed-term 3 year contract.

Location

Based at All Saints Highertown, but involvement in ministry at other nearby churches and venues is expected.

Reporting to

The role sits within the Worship Team of All Saints. You will be expected to participate fully in the life of this team and the larger Ministry Team of All Saints. Your line manager will be the Pioneer Minister.

Standard Working Hours

21 hours per week.

Key Provisions

The salary will be £14 - £16k DOE (£24-£26k FTE) on a fixed-term 3 year contract with the possibility of extension.

Pension will be provided through the C of E Church Workers Pension Scheme. And the role comes with 15 days (25 FTE) of holiday entitlement.

Requirements

There is an Occupational Requirement that the post-holder is a Christian. An enhanced DBS disclosure will be required. The Rehabilitation of Offenders Act does not apply in this instance.

Diversity

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual.
- Reflects the diversity of the nation that the Church of England exists to serve.
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

