

Job Description and Person Specification

Worship Team Leader

Part-time role – 19 hours, £26,000 pro-rata

Overall purpose of the role

- To work closely with the Senior Leader, and the Leadership Team, to encourage a culture of spirit-led worship
- To lead, develop and **empower** teams, seeing them grow as musicians, worship leaders and worshipers
- To be **strategic** in planning for the future, developing groups that can lead worship in services and at other meetings and events as required
- To collaborate with existing and emerging creative worship ministries

Person Specification

Personal and Spiritual qualities

	Essential (E) Desirable (D)	Evidenced by
Jesus-centred and servant-hearted, firmly rooted in God’s Word and led by the Holy Spirit	E	A/Int/Ref
Able to commit to Elmwood’s Statement of Faith, Vision and Values	E	A/Int
Is authentic with a heart for encountering God in worship	E	Int/Ref
Has a passion to draw people to Christ through music and other creative ways of worship	E	A/Int
A gifted spiritual leader who is able to recognise when God speaks	E	A/Int
Appropriately recognises and exercises the gifts of the Holy Spirit	E	Int/Ref
Able to explore and develop ways to deepen corporate worship	E	A/Int
Has a strong prayer life – personally and in ministry	E	Int/Ref
Relates to and works well with others showing wisdom, empathy and leadership	E	Int/Ref

Leadership and relational skills

Able to lead others with natural confidence	E	A/Int/Ref
Able to develop, empower and release others to grow as musicians and worship leaders	E	Int/Ref
Has good organisational and team management skills	E	Ex/Int
Has excellent communication and listening skills	E	A/Int/Ref
Able to use their own initiative and prioritise workload	E	Ex/Int
Able to reflect on own strengths and areas for development	E	Int/Ref

Experience & Qualifications

	Essential (E) Desirable (D)	Evidenced by
A good understanding of the theological basis of worship	E	A/Int
Substantial experience in leading worship teams in services and other meetings, celebrations and events	E	A/Ref

Experience & Qualifications (continued)

	Essential (E) Desirable (D)	Evidenced by
A musician of good standard able to read and play fluently, technically proficient in guitar or keyboard playing and a good working knowledge of other instruments	E	CD/Audio
Good vocalist proficient in leading sung worship	E	CD/Audio
Experienced in training, equipping and nurturing others to develop musical skills	E	A/Ref
Proficient in the reading and writing of music and able to sight read	D	A/Int
Has theory of music to at least Grade 5	D	A/Int
Appreciation of a variety of worship and music styles and genres	D	A/Int
Able to work in a creative and innovative way using current technology	D	Ex/Int
Has basic knowledge of how to operate a sound desk	D	Ex/Int
Has competent computer skills	D	Ex/Int

A = Application form

CD/Audio = Playing an instrument, singing and leading musical worship

Int = Interview

Ref = References

Ex = Exercise conducted alongside the interview process

Job Description

The Worship Team Leader has the following key responsibilities.

- To work closely with the Senior Leader and Leadership Team to explore and develop the vision to deepen corporate expressions of Christ-focused and Spirit-filled worship.
- To lead, develop and empower the music team and music-related groups initiated in the future.
- To create an environment for growth and creativity in musical worship and motivate innovation including introducing new songs.
- To lead and oversee musical worship at services, prayer meetings and other events on a regular basis including delegating to appropriate members of the music team for some of these.
- To identify and develop potential music team members and worship leaders, including young people.
- To participate fully in the life of Elmwood as part of the worshipping community and be willing to become a member of Elmwood in full agreement with our statement of faith.
- To provide spiritual guidance for and regular prayer times with the music team.
- To actively support and encourage musical worship within children and youth ministries and develop suitable all-age worship in services, working closely with the children's and youth workers.
- To oversee the music for weddings, funerals and other occasions and when unable to do this to appoint an appropriate person.
- To help oversee, support and develop the Service Team (AV) for services, and other events.
- To work closely with existing creative worship teams and emerging ministries.
- To be an active part of the staff team, including regular attendance at staff meetings.
- To oversee the budget for Worship, and liaise with Trustees responsible for Technology, to manage the budget for AV needs.
- To ensure that all administrative duties are carried out effectively.
- To undertake other duties and responsibilities as agreed with the Senior Leader.

Responsible To

- The Senior Leader (Line Manager)
- Trustees (Employer)

Responsible For

- The music team and other related musical teams that are developed in the future
- Production Team (audio/visual/filming)

Key Relationships

- Senior Leader, Leadership Team
- Service Leaders who, on a rota basis, have oversight of all elements of Sunday services
- Team leaders for children and youth
- Service Team
- Other creative ministry teams
- Worship leaders in Salford and Greater Manchester

Personal

- The Worship Team Leader will be expected to prioritise time for developing their own discipleship and for continued learning.
- We will encourage and ensure time is given to achieve an appropriate work/life balance.
- Our Worship Team Leader (and family where appropriate) will receive support, care and encouragement from the Leadership Team and Trustees.

The above is a broad overview of the role. The Team Leader will be expected to manage their own time, priorities and responsibilities, while remaining accountable to the Senior Leader. The role will develop and change over time and will be reviewed, in consultation with the Senior Leader.

Terms & Conditions

Salary:	£29,000 pro-rata
Hours:	Part-time post for 19 hours a week (equivalent of 2.5 days)
Base:	Elmwood Church
Contract:	This is a permanent position with 6 month probation period
Holiday:	Pro-rata of 33 days

- It is a Genuine Occupational Requirement (under the Equality Act 2010) that the post-holder be a Christian. All staff in these posts are required to demonstrate a clear, personal commitment to the Christian faith.
- Under the GDPR (General Data Protection Regulation 2018) the information supplied by the successful candidate, as part of the application, will be kept as part of their personnel file.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and as such it will be necessary to apply for an enhanced criminal record check, including checking the children and adults' barred lists, through the Disclosure and Barring Service (DBS).
- The church is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.
- We can only consider UK citizens and those who have the right to work full time in the UK and the right of residence. If you are in any doubt about this matter, please consult the UK Border Agency website for further guidance on the employment of religious workers.