

Role Title: **Worship Director**

Purpose: To oversee and coordinate all aspects of sung worship within St Andrew's Sunday and midweek gatherings, ensuring that worship is conducted with excellence, spiritual depth, and alignment with the mission and values of the church – so people are drawn into Christ's transforming presence and are changed by the power of His Spirit.

Role Overview: St Andrew's is an evangelical church within the Church of England that longs to see lives transformed by Jesus. We have a strong tradition both of contemporary and traditional worship, with an emphasis on growing young people as band leaders and members. We currently have four services on a Sunday, 3 of which have sung worship. 9.30am and 6pm services have a contemporary feel, while the 11.15am service is more liturgical with an unrobed choir, reflecting the variety of worship styles in the church.

The role holder will lead, develop and manage the team of musicians, singers and tech team – pursuing intimacy with God through our gathered worship.

At this time in the life of the church, whilst not wishing to lose our more traditional worship style in particular services, the successful candidate will lean in more to contemporary worship, giving space for the leading, empowering and transformation of the Holy Spirit. In a church with people from all generations, you will value and pursue intergenerational worship, holding with clergy the desire for Word and Spirit ministry, and be responsible for the streaming of services and online production of services, developing our online ministry where appropriate.

Location: Office based post at St Andrew's Church, Oxford

Responsible to: The Vicar

Core responsibilities: These are divided into four key areas:
Gathered worship; Team Oversight; Special services; Technical

Gathered Worship (50%)

To oversee and co-ordinate all aspects of sung worship at St Andrew's Sunday and mid-week gatherings:

- Lead the church in sung worship on Sundays and equip others to do likewise, creating an environment that is marked by and helps all to engage with the presence and power of God the Holy Spirit.
- To help lead the church, alongside the clergy, into an openness to God's Spirit in the weaving together of preaching, response, sung worship and prayer ministry.
- To ensure that bands and choirs have scope to practice and prayerfully prepare before times of gathered worship.
- To envision the church congregations and worship teams with an understanding of a biblical vision of intergenerational and corporate worship that includes Sunday worship but goes beyond that.
- To help plan and review our worship services, working with clergy, preachers, leaders and musicians.

To seek to facilitate worship as an expression of and means of mission in this part of Oxford – there is scope, depending on capacity, for a community choir building on choir outreach to care homes; a junior choir; jazz band; a dementia choir; and/or creative art, drama or dance events.

To encourage and resource the development of worship in local churches and schools where there is appetite, to build up the body of Christ across the area.

Team Oversight (25%)

To build, nurture and equip teams of musicians, singers and tech support, of all ages and raise up new worship leaders in our congregation.

To safely recruit new members for bands, choirs, orchestras, tech teams and provide training as needed (note to give a sense of proportion, there are currently c.120 people involved in the monthly worship pattern at St Andrew's across different teams).

To oversee the worship team and production team rotas, to make sure all services have sufficient team able to lead worship sensitively and engagingly.

To provide pastoral care for the worship teams, building on the broader pastoral care processes and guidelines in place across the church.

	Budgetary responsibility for worship, including technology improvements.
Special events (15%)	<p>To take a creative lead in major festivals such as Christmas and Easter.</p> <p>To lead worship, when required, at occasional offices such as funerals (average 14 per year) and weddings (average 8 per year) – or to ensure that others are available to lead this.</p> <p>To facilitate and/or lead special events and services that relate to worship, prayer and music including Alpha, prayer evenings and sometimes facilitating worship leading at Cutteslowe Connected Church (a church plant in the area).</p>
Technology (10%)	<p>Working with administrators, to ensure that playlists are set-up on Pro-presenter prior to a Sunday with the relevant bible readings, slides, songs and videos.</p> <p>To ensure that the online worship develops alongside the in-person worship, keeping YouTube channel updated and appropriate.</p> <p>To advise on developing sound and technology equipment and resources as needed to facilitate our gathered and collective worship.</p> <p>To ensure all PA/visual equipment and song projection software is up to date and all licenses are renewed</p> <p>To be responsible for developing sound and technology equipment and resources as needed to facilitate our gathered and collective worship.</p> <p>To keep filing music system up to date & in order.</p>
General	<p>To build links and relationships with other networks and worship leaders, such as New Wine, Resound Worship.</p> <p>Attend staff prayers and weekly team meetings.</p> <p>Participate and contribute to regular line management meetings.</p> <p>Commit to personal development through reading, retreats and training.</p>

Be committed to good practice in keeping children and young people safe in church

Undertake any other duties that may be reasonably required by this post holder.

Terms and Conditions

This post is full time (37 hours). There is the potential for part time working (0.8FTE depending on skills and availability) and a job share would be considered.

Normal working hours will be 5 days a week if full time, including Sundays. Working hours will be flexible to include 2 to 3 evenings per week (including Sundays) and occasional Saturday work. Where work is required on additional evenings or Saturdays, suitable time off in lieu will be agreed for the working weeks affected.

Salary band £34,000 - £40,000 per annum FTE.

The church will contribute 10% of gross salary into a pension.

Annual leave starts at 25 days per annum plus statutory bank holidays

The post is subject to an enhanced DBS and all relevant pre-employment checks.

Occupational Requirement

Please note that there is a genuine occupational requirement that the holder of this post is a committed Christian and will need to be, or become a member of St Andrew's Church.

Personal Specification

	Essential	Desirable	Evidenced by
Faith:	<p>A committed Christian, enthusiastic and passionate for the vision and priorities of St Andrew's.</p> <p>Able to demonstrate a mature discipleship to Jesus with a passion for leading Spirit-filled contemporary worship and leading others in worship.</p> <p>A passion to follow Jesus Christ by the power of the Holy Spirit and to work toward his coming Kingdom.</p> <p>Ability to see, follow and lead others in what the Holy Spirit is doing with a love for God's word.</p> <p>A passion to raise up and empower a new generation of worship leaders.</p>	A desire to lean into the gifts of the Spirit in worship.	Application form and interview
Qualifications:		Ideally degree level within a given field of music or qualified by experience.	Application form, certificates
Knowledge & Experience:	<p>Proven experience in leading church congregations in sung worship within evangelical setting.</p> <p>Good understanding of Scripture, demonstrating an understanding of the Gospel, the ministry of the Holy Spirit, and the Kingdom of God.</p>	<p>Experience working with a church management system (especially ChurchSuite).</p> <p>Experience of working with variety of people to bring the best out of them.</p> <p>Experience of song writing.</p>	Application form
Technical Proficiency:	Gifted vocally and able to play to a high standard one or more	Able to play the organ.	Application form and interview

	<p>instruments (preferably guitar and keys).</p> <p>High standard of musicality in worship.</p> <p>Experience and a good working knowledge of media platforms such as YouTube.</p>	<p>Understanding and experience of working with sound and technical platforms to enable a good in person and online music sound.</p> <p>Experience of youth engagement.</p>	
Communication Skills:	<p>Possess strong interpersonal skills and the ability to communicate effectively in a range of settings, able to listen effectively to others.</p> <p>Able to help others bring their best to the Lord in worship.</p> <p>Proven ability to build and motivate effective multi-disciplinary teams.</p>	<p>Experience of working with variety of people to bring the best out of them.</p>	Interview
Personal Attributes / Character:	<p>A worshipper of God, whose heart reflects the generosity of the God we serve.</p> <p>A heart to share the Gospel and reach those outside the church with the love of God.</p> <p>A gift of releasing gifts and skills in others so that the body of Christ works as it should.</p> <p>A positive and “can do” attitude. Self-motivated.</p> <p>Good organisational and administrative skills – able to meet deadlines, and able to manage a varied workload.</p> <p>Willingness to help and support other members of the staff team</p>	<p>Creative and imaginative thinker.</p>	Application form and interview

	<p>and work collaboratively with volunteers.</p> <p>You will respect confidences and act with tact and sensitivity.</p> <p>Flexible and Proactive.</p>		
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