

Associate Rector

JOB DESCRIPTION & PERSON SPECIFICATION



Are you passionate about growing disciples?



Are you a gifted pastor and bible teacher?



Do you have a proven ability to lead and train others?

We are looking for...

An Associate Rector to serve as a senior member of the Saint James leadership team. You will be either an ordained Anglican, or someone who has gained significant experience of gospel ministry outside the Church of England.

You will be a committed Christian with a mature faith in Christ, whose character reflects the qualities outlined in the pastoral epistles (1 Tim 3:1-7; Tit 1:6-9; also 1 Pet 5:1-4).

As someone who can take direction and also collaborate with others, you will be an instinctive team-player who is excited about developing others and realising our vision. You will preach regularly across the congregations and you will be ready to assist and deputise for the Rector in a range of ministry areas.



CHARACTER

- **Genuine godliness** – above reproach in all aspects of your personal life, with a devotion to Christ that is visible to others.
- **Spiritual resilience** – prepared to deal with the complexity and challenges of pastoral ministry, confident of God's unfailing grace.
- **Servant leadership** – able to set vision, navigate change and lead people forwards, whilst enabling them to grow in Christ.



COMPETENCY

We are looking for someone who is:

- A passionate and gifted Bible teacher with formal theological training, able to discern the needs of increasingly diverse congregations.
- A godly pastor with good knowledge of the Scriptures and an ability to think theologically.
- A confident leader able to build trust and gain the respect of others, in order to manage, motivate and develop them.
- A humble servant who is keen to learn, able to take direction and seeks opportunities to grow.
- An intentional disciple-maker committed to building teams and growing others to maturity.
- A strategic thinker comfortable setting plans, managing projects and delegating responsibilities.

The Role

This is a senior role in the Ministry Team, working alongside the Rector, to lead, train, teach and care for the staff team and church family. The role will include a mixture of core responsibilities and regular ministry duties. You will be line-managed by the Rector and will have your own line management responsibilities.

The Associate Rector will have particular responsibility for one of our **Sunday congregations** where they will:

- Work with the Rector to set the vision and spiritual tone of the congregation.
- Oversee the culture and feel of the congregation to ensure that different areas of ministry are in good health and well-delivered.
- Encourage individuals to make progress towards spiritual maturity, so that they are growing as disciples, serving the church family and looking outwards on mission.
- Work with Ministry Leads to ensure that their ministry areas are operating effectively within the congregation.
- Serve as first point of contact for pastoral care and discipleship to ensure that needs and opportunities are identified and supported.
- Lead by example in prayer, community, and hospitality within the congregation.

The Associate Rector will take on responsibility for one of our **Ministry areas** (to be agreed subject to gifting and experience), they will:

- Set a vision for the ministry area that supports our overall vision as a church.
- Build teams, develop leaders, and shape the culture for that ministry area.
- Provide oversight, training and pastoral care for those leaders.
- Multiply and deepen the ministry across the church to grow disciples in number and depth.

The Associate Rector will **support the Rector** in driving forward particular projects and priorities. They will:

- Work with the Rector and Ministry Team to plan the preaching programme across the congregations.
- Develop new projects and/or external partnerships where appropriate.
- Take on some line management responsibilities where necessary.

Alongside other team members, the Associate Rector will also:

- Plan and lead services and other occasional events.
- Preach as a member of the preaching team.
- Fulfil some parish ministry (e.g. funerals, weddings, visiting) where required.

Our Church

Our vision is to see *every life transformed. Through Jesus. For God's glory.* To do that, we aspire to be a church where we are reaching, growing, resourcing:

- *Reaching*...our communities with the gospel.
- *Growing*...disciples to maturity.
- *Resourcing*...gospel ministry to grow God's kingdom.

We are an evangelical church in the Church of England. We uphold the historic evangelical teaching of the Church of England as outlined in the 39 Articles of Religion.

What we believe can be summarised by the Evangelical Alliance Statement of Faith. You will share our convictions and support our vision as a church.

Training

We are committed to looking after you: providing training, experience and opportunities for self-development. This will be within a caring and supportive environment.

This role will entail contact with young people and adults at risk. Saint James is committed to promoting the welfare of all, and you will need to share this commitment and partake in the necessary safeguarding checks and training according to the requirements of the Church of England.

Further Information

The remuneration package includes the following:

- Full-time contract over 6 days per week including Sunday.
- Stipend: £29,959 pa (as determined for the role within the Diocese of Oxford).
- Membership of clergy pension scheme (or similar).
- Suitable accommodation will be provided.
- 6 weeks holiday (incl. six Sundays) plus leave to attend a relevant conference and leave to serve on an appropriate summer camp or similar.

For details of how to apply, or to arrange an initial conversation, please contact Mark Nicholas,

mark.nicholas@saintjames.org.uk, 01753 913133

Deadline for applications: 17 September 2023

A conditional offer will be made subject to the satisfactory completion of an Enhanced DBS Check.