

## Head of Family Discipleship

We are praying for someone to join the senior leadership of the church who will be experienced, enthusiastic and committed.

### Gifts and Skills

- An experienced, emotionally mature, and resilient **leader**
- A passion and gifting for **growing young disciples** with proven track record of encouraging and developing others in discipleship and leadership, and able to help parents in their key role
- A **people person** energised by forming healthy relationships with children, young people and their families
- An enthusiastic **enabler**, able to encourage and release the gifts of a significant team of parents, volunteers, staff, and interns and able to cast vision, recruit, organise, delegate and co-ordinate
- An effective **manager** who can implement, manage and monitor plans to achieve the vision and build successful and joyful teams that get things done
- A strategic **planner** with an ability to help us plan strategically for the future in a rapidly changing world.
- A gifted **communicator** able to teach and connect with people of all ages, often from the front, and with good IT skills
- A reflective **practitioner**, helping parents, young people and children to understand, learn and reflect deeply, and to apply this learning to life and mission in our post-Christian context

### Temperament

- **Energy and enthusiasm** combined with inner **emotional security**
- **Self-motivated**, well organised and proactive, able to take initiative and organise regular tasks whilst being willing to submit to guidance from those in positions of leadership.
- Able to build **strong healthy relationships** with high emotional intelligence, a good sense of humour, relating to a range of people in different contexts and stages of discipleship
- A **mature** understanding of people and their motivations
- **Approachable** and compassionate
- A great **team player** and collaborative worker, comfortable working with some direction towards common goal
- A willingness and ability to manage difficult situations and **conflict**
- Eager to **learn** and grow
- **Servant hearted** and hard working
- A discernible passion for **sharing Christ** with children and young people and igniting passion for Jesus in them.

- **Flexible** and able to adapt and change practices and processes in a changing environment

### Spiritual life and Theological Conviction

- A mature and growing **disciple** of Jesus Christ, devoted to growing in **prayer** and **spiritual disciplines**, wanting to know Christ more and to grow in grace, obedience and **Christlikeness**.
- A theologically mature leader passionate about engaging deeply with the **Bible** and committed to an ongoing experience of the renewing work of the **Holy Spirit**
- An intentionality about living a life of **mission** and making Christ known to others
- **Orthodox** in theology and ethics with a generous and gracious heart

### Experience

- Has proven capacity to work within a complex, dynamic environment in a **leadership** and oversight role.
- A person with sufficient **maturity** and experience of ministry to lead others in a large church context.
- Involved in the discernment, development and communication of a **vision** for children, youth and/or families work (and excited to repeat that again with us).
- A proven track record in leading young lives to saving faith in Christ.
- You will have a solid understanding of, and champion, safeguarding best practice in church life.

### As a member of the staff team you would be expected to:

- Commit to deepening your own life of prayer, individually and as a team
- Attend regular staff meetings and events
- Be a key holder for the church buildings and provide backup for security purposes
- Participate in annual appraisal and to take hold of personal and professional development opportunities as agreed
- Participate in wider team development
- Undertake other duties as may be required from time to time by the Vicar
- Fully engage with the implications of GDPR for best practice and care
- Have permission to work in the UK

### Line Management

This post is directly accountable to the Vicar as Line Manager and through him is answerable to the Churchwardens and PCC. The post holder will be responsible for the supervision of other part time staff and volunteers related to this area of church life.

A developmental review will take place with the Incumbent after the first six month's probationary period and, thereafter, annually.

**Pay and Hours**

A competitive salary for a senior leader, related to experience

We fully expect this to be a full-time post of 40hrs per week, but we would be happy to explore with the right candidate this being 0.8 FTE if this works better for them.

**Pension**

St Mary's offers a 4% pension contribution

**Housing**

If needed, the church is fortunate to be able to offer support in finding appropriate housing for the successful candidate.

**Safeguarding**

Conditional offers will be made pending the successful completion of an enhanced DBS check