



Senior Pastor Job Profile

Central Church is at a significant point in its journey as a church family, with a vision to love Edinburgh, be family and follow Jesus. We are now looking to appoint a Senior Pastor to take this vision forward with the staff team and wider church community.

The Senior Pastor's role exists to:

- Equip the church to know and respond to God's Word and Spirit, empowering us to live out our faith in a changing culture.
- Inspire us further on our mission as a local church, to develop and bring to life the church's vision.
- Lead the staff team and elders, who in turn lead the church as we all play our part in turning the vision into reality.

The Senior Pastor is called by the members at the church meeting and answerable to the church. Specific accountabilities include:

- Shaping the church's vision with the Elders and overseeing its implementation.
- Preaching and teaching God's word, raising up the next generation of preachers and teachers.
- Development of the staff team, creating an environment where they can continue to flourish and grow.
- Oversight of pastoral care, provided by the wider staff team and church community.
- Engaging with the difficult theological, relational and political questions currently facing the church.
- Encouraging the diversity of the church to grow in the Holy Spirit's fruit and gifts, and to listen and respond to His voice together.
- Creating clear, open and accessible channels of communication throughout the church.
- Representing the church externally, being an ambassador to the church.
- Fostering partnerships with other churches and Christian organisations (e.g. CAP, Bethany, Baptist Missionary Society).
- Sustaining their own personal spiritual growth and learning.
- Providing a role model of spiritual and emotional maturity for others and cultivating a life of prayer.
- Developing and raising up disciples and leaders in home, business, community as well as church settings.
- Ensuring appropriate organisational governance and relevant regulatory compliance (e.g. financial, safeguarding) is in place and adhered to.
- Fulfilling the responsibilities of a trustee of the church.

Desired Characteristics

The *qualities, capabilities and experiences* below articulate the characteristics that we are looking for in the Senior Pastor. We acknowledge that every person is unique and will bring their own distinctive strengths to the Senior Pastor role.

Qualities

- Spiritual authority. Is respected for their maturity and wisdom.
- Theologically reflective. Holds a deep, personal conviction in the gospel.
- Humble. A servant-leader who brings out the best in others.
- Missional. Has an innate desire to look outwards and mobilise the church to engage beyond its four walls.
- Pastoral. Invests in the care of those across the church community, directly and indirectly.
- Accountable. Makes decisions, acknowledges their successes and failures and promotes open channels of communication with others.
- Self-aware. Insightful into how they work, applying this insight to manage their own spiritual, emotional life and relationships.
- Aligned values. Shares Central Church's beliefs in ministry (see separate document).

Capabilities

- Creation and casting of vision
- Team leadership and management
- Inspirational and engaging preaching
- Effective communication with large groups and individuals
- Effective listener who relates across a broad spectrum of society, actively welcoming diverse ethnicities, income groups, the advantaged and disadvantaged
- Development of existing and emerging leaders
- Programme implementation
- Conflict management across church team and community
- Navigation of difficult theological questions in the current cultural context

Experiences & Qualifications

- Experience of leading within a local church
- Experience of leading within a large and complex environment
- Experience of leading through church change and growth
- Graduate and/or post-graduate theological training
- Ministry accreditation with a recognised Christian denomination
- Desirable: Experience of working within a Baptist church context or similar
- Desirable: Experience of planting churches

What are we offering?

Location: Edinburgh

Responsible to: Elders (Trustees)

Contract Term: Permanent

Hours p/week: Full Time / 37.5hrs per week

Pay Scale: Annual salary of £50-60k, dependant on experience

Annual Leave: 25 days plus Bank Holidays

Other: The offer will not include provision of a Manse

. For full details on the application process or to ask any questions please contact us at vacancy@centralchurch.co.uk

Closing Date for Applications - 15 October 2021