



St. Catherine's

GORSEINON

Following Jesus Building Community Loving Gorseinon

www.gorseinon.church

WORSHIP PASTOR

To pioneer a new programme of music and engagement to deliver the highest quality of sacred music, both traditional and modern, with a particular emphasis on the need to engage with the young and the unchurched. Enhancing and enriching the worship and the experience of worshippers and visitors to the Mission Hub Church, leading God's people in worship. To contribute to the growth of the Mission Hub Church by encouraging and providing new musical opportunities.



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GORSEINON



Esgobaeth Abertawe ac Aberhonddu
The Diocese of Swansea and Brecon

Supported by the Church in Wales Church Growth Fund

Salary:	£32,000
Hours/FTE:	Full Time (37 hours, 1.0FTE) - working hours subject to agreement between the postholder and employer but it will include working on Sundays.
Contract:	Permanent
Location:	St Catherine's Mission Hub Church, Gorseinon – but should be prepared to work from other locations as necessary.
Reporting to:	Reporting both to the Vicar and the Operations and Finance Manager via matrix management
DBS required:	An Enhanced DBS check through the Church in Wales is required for this post.

KEY RESPONSIBILITIES

- To develop and deliver a dynamic worship strategy for St Catherine's Mission Hub Church.
- To develop and deliver inspiring music that enriches the life of St Catherine's Mission Hub Church.
- To identify, develop, lead and support leaders and volunteers of the Mission Hub Worship Band.
- To play a key role in promoting the Mission Hub Church and its music.
- To build links with local schools and colleges, encouraging participation in the life of the Mission Hub Church through music making.
- To ensure the culture of Safe Church, by underpinning all activities with Church in Wales Safeguarding practices

KEY WORKING RELATIONSHIPS WITH

- The Mission Hub Leader
- The Operations & Finance Manager
- Mission Hub staff and volunteers
- Local schools and colleges

DUTIES AND RESPONSIBILITIES

1. To develop and deliver a dynamic & inspiring music strategy that enriches the life of St Catherine's Mission Hub Church.

- Working with the Mission Hub Church Leader and the Operations and Finance Manager, develop a 5-year strategy that aligns with the St Catherine's Mission Hub Church vision and places music at the heart of the Mission Hub Church's mission and ministry.
- Monitor your strategy regularly to ensure its successful delivery, making adjustments as needed and responding to new opportunities and challenges.
- Create a plan for the year ahead showing how you intend to achieve your strategy in the next year, reporting against KPI's allocated to you and the team.
- Enrich the worship at St Catherine's through inspiring musical opportunities.
- Be responsible for the care and oversight of all music in the Church, choosing appropriate music for services whilst liaising closely with the Mission Hub Leader.
- Ensure that music complements the liturgy and is appropriate for the congregation, particularly the young and the unchurched.
- Keep up to date with new developments in worship and worship leading and work with others within the church to write and craft new songs that reflect what God is doing within our community.
- Oversee the maintenance of musical instruments and arrange repairs when necessary.
- Prepare and print music scores when necessary.
- To ensure compliance with the Mission Hub Church music licence
- Support the Mission Hub by being an active member of the team, supporting other members of the team and being fully flexible when needed.

- Ensure you are fully trained in Safeguarding and that all Safeguarding, GDPR and risk management practices underpin all of our children's and families work, keeping people safe.

2. To identify, develop, lead and support volunteer leaders of the Mission Hub Worship Band in the Mission Hub Church.

- Talent-spot-able members of the congregation and the local community and assist them in discerning if they have a particular calling for leading worship.
- Source and provide education and training that builds the current & future capacity and confidence for the music band via both staff and volunteers.
- Lead the Mission Hub Band at services and events.
- Provide a good range of repertoire and liturgically appropriate choices of music for the Mission Hub Band.
- Direct band practices, creating a professional, safe and positive environment.
- Maintain enough talented musicians by holding trials and recruiting musicians/singers as and when necessary.
- Provide pastoral support to members of the band and the parents of junior band members.
- Accompany the band to outside events and services by mutual agreement.
- Accurately maintain records, including volunteer agreements and personal data, in line with GDPR and safeguarding policies, ensuring a culture of care and integrity.
- Ensure adherence to the Church in Wales Safeguarding Policy

3. To play a key role in promoting the Mission Hub Church and its music

- Arrange Ministry Area visits and band concerts and other showcasing events, ensuring all health and safety and insurance compliance
- Attract opportunities for, and participate in, recordings and broadcasts.
- Produce and distribute marketing materials in respect of music events and band recruitment drives.
- Attend and participate in Mission Hub Church staff meetings.
- Work with the Mission Hub Leader, Finance and Operations Manager and Mission Hub Administrator on financial planning, budget and business development of the Music Department as required.

4. To build links with local schools and colleges, encouraging participation in the life of the Mission Hub Church through music making.

- In collaboration with the Youth Pastor, maintain and develop relationships with local schools and colleges to develop a collaborative approach to supporting band members and ensuring streams of recruitment.
- Develop and communicate mechanisms for referring pupils and students to the band from local schools and colleges.
- Communicate regularly with parents, schools, colleges and other stakeholders as appropriate, promoting the band in the community.
- Create fresh and engaging opportunities for children and young people to be involved in the musical life of the Mission Hub Church, focusing especially on people who have no previous connection with church

There is a genuine occupational requirement that the holder of this post is a committed Christian. Equality Act (2010) Part 1 applies.

This Job Description is not a statement of all the duties applicable to the post holder, variations to the duties outlined above will occur to meet the needs of the post. Any variations will be commensurate with the grade and character of the post

PERSON SPECIFICATION

Experience	Essential	Desirable
Playing in a worship band in a church of a Christian denomination.	✓	
Planning and delivering liturgically appropriate church music to ensure worship is attractive to the young and the unchurched.	✓	
Developing musicians/singers to fulfil their potential in both playing and musicianship.	✓	
Working with young people, students and volunteers		✓
Knowledge and Understanding	Essential	Desirable
An ability to pivot comfortably between traditional and modern forms of worship.	✓	
An understanding of the difference between 'playing for a service' and 'leading God's people in worship'.	✓	
An understanding of how to use music as a discipleship tool, using music to engage with younger people.	✓	
Knowledge and understanding of safeguarding processes and regulations	✓	
An understanding of the place of music within the Anglican liturgy		✓
Knowledge and understanding of GDPR practices		✓
Understanding of risk management processes		✓

PERSON SPECIFICATION

Skills and Personal Qualities	Essential	Desirable
An excellent musician who is passionate about church music with the ability to lead rehearsals without an accompanist.	✓	
The ability and desire to inspire and work well with children and students from diverse backgrounds and foster their musical development.	✓	
Effective communication skills, both written and oral	✓	
Calm, friendly, approachable but assertive	✓	
Excellent organisational skills	✓	
Ability to communicate through the medium of Welsh		✓
Qualifications	Essential	Desirable
Possession of the right to work in the UK	✓	
The ability to drive and regular access to a vehicle	✓	
Music degree or equivalent higher level music qualification.		✓

TERMS & CONDITIONS

Hours of Work:

Full time – 37 hours per week. Pattern of working hours subject to agreement between post-holder and employer but it will include early starts (typically 7:30am). Role will require a flexible approach to meet church and operational requirements.

Term:

Permanent

Salary:

£32,000

Pension:

The employer will contribute 9% of the employee's pensionable salary to a pension scheme of the employee's choice or into the NEST pension scheme.

Holiday:

25 days per calendar year plus bank holidays

The holiday year runs from 1 January to 31 December

Location:

St Catherine's Mission Hub Church, Alexandra Road, Gorseinon, SA4 4NU

Expenses:

All reasonable working expenses will be met at the agreed rates

Probation:

This post will be subject to satisfactory completion of a probationary period of 6 months

Recruitment Timeline

Closing Date: Monday 25th May at 12 noon.

Interviews: Will take place in early June.

Applications should be submitted by email to Sandra Thomas, Operations & Finance Manager, at sandra@gorseinon.church

For an informal conversation about this opportunity, please contact Revd Dr Adrian Morgan, Mission Hub Church Leader adrian@gorseinon.church or (01792) 892849.



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- 37 hours per week
- £32,000
- Pension Scheme with a 9% employer's contribution
- Permanent
- Based St Catherine's Church, Gorseinon
- To apply, download an application form and provide a CV with covering letter
- Closing date: Monday 25th May at 12 noon. with interviews being held in early June.

For more information and to apply:

swanseaandbrecon.churchinwales.org.uk/work-with-us