

# Worship Pastor



## JOB DESCRIPTION

**Job title:** Worship Pastor

**Teams:** Worship team

**Line manager:** Worship Director

**Hours:** Full-time

**Salary:** £30,605 - £32,424 depending on experience

**Annual leave:** 30 days

**Place of work:** St Aldates Church Centre, 40 Pembroke Street, Oxford, OX1 1BP

**Contract:** Permanent

## Purpose of the Role

The Worship Pastor will join an existing Worship Pastor as part of a growing worship team, working collaboratively to lead and cultivate worship across St Aldates. This role exists not as a replacement, but as a strategic investment in creating capacity as we respond to the opportunities and growth we are seeing across the church community.

Together, the Worship Pastors will help shape and strengthen the worship culture of St Aldates through leading worship, developing teams, discipling musicians and leaders, and contributing creatively to the sound and expression of worship within our community. The role requires someone who is both musically gifted and pastorally minded, with a heart to raise and invest in others. They will contribute to building a worshipping community marked by excellence, authenticity, discipleship and a desire to encounter God.

## About St Aldates

Our vision is to invite people to encounter Jesus, equip people to follow Jesus in every area of their lives, and envision people to transform their communities.

We are excited about what God is doing in our midst. We are seeing people come to faith in Jesus on a weekly basis, and we are pioneering new ways of discipling people to make a difference in every area of their lives. As a city-centre church with a congregation of 1600+, we have hundreds of volunteer leaders and teams across our ministries, leading Aldates Groups, Alpha, student ministry, Aldates Kids and Youth.

We have four services every Sunday, one of which is broadcast live. Our staff team consists of 35+ Ministry and Operations leaders. In addition, the School of Ministry trains students annually who work alongside ministry leaders.

As we continue to see growth across our services, ministries and wider community, we are seeking to respond intentionally to all we sense the Lord doing at St Aldates. We believe this is a season of deepening discipleship, growing teams and expanding our worship ministry, and therefore we are investing further into our worship team to create greater capacity and strengthen leadership across the life of the church.

## **KEY TASKS AND RESPONSIBILITIES**

### **Worship Leadership**

- Lead and organise worship across Sunday services and other key church gatherings and events.
- Support worship provision across Students, Youth, Kids, Alpha and other ministry areas where required.
- Lead worship for external events and visiting ministry gatherings as appropriate.
- Work collaboratively with Worship, Creative and Production teams to shape engaging and Spirit-led worship environments.
- Help develop and strengthen the worship culture and sound of St Aldates.

### **Team Development and Discipleship**

- Lead on the development and growth of worship teams through discipleship, mentoring and pastoral investment.
- Organise and facilitate team training opportunities focused on worship leadership, musicianship and spiritual growth.
- Foster strong community within the worship department through team gatherings and social opportunities.
- Recruit, welcome and integrate new team members.
- Mentor and support emerging worship leaders.
- Invest in the development of School of Ministry students, interns and volunteers.

### **Pastoral Responsibility**

- Provide pastoral care and support for worship team members.
- Contribute to creating a culture where people are known, valued and encouraged in their faith and gifting.
- Model healthy Christian leadership and discipleship.

### **Creative Development**

- Invest in and help build a songwriting culture at St Aldates.
- Contribute to writing and developing songs that reflect what God is doing within the life of the church.
- Participate in the ongoing development of St Aldates' worship identity and expression.

### **Administration and Operations**

- Manage worship-related administration including planning systems, rotas and team communications.
- Assist with management of worship equipment alongside the Production team.
- Ensure worship resources and systems are effectively maintained and developed.

## **PERSON SPECIFICATION**

### **Essential Criteria**

#### **Faith and Character**

- A mature and active Christian faith with a clear commitment to the vision and values of St Aldates.
- A heart for worship, discipleship and seeing people grow in their relationship with Jesus.
- Demonstrates humility and integrity.
- Comfortable praying with and ministering to people.

#### **Experience and Skills**

- Experience leading worship within a church context.
- Strong vocal and/or instrumental ability.
- Experience developing, discipling and leading teams.
- Ability to mentor and invest in emerging leaders.
- Strong interpersonal and relational skills.
- Strong organisational and administrative ability.
- Able to manage multiple priorities and work effectively under pressure.
- Strong communication skills.
- Ability to work collaboratively as part of a wider staff team.

#### **Leadership**

- Demonstrates initiative and leadership capability.
- Able to motivate, encourage and equip volunteers and team members.
- Ability to balance creativity with practical delivery.

#### **Desirable Criteria**

- Previous experience in a large church or multi-ministry context.
- Experience of songwriting and music production.
- Experience working with students, young adults or youth ministries.
- Experience overseeing volunteers and interns.
- Familiarity with worship planning software and systems
- Experience of mentoring worship leaders.
- Relevant theological training or ministry qualification.

#### **Other Aspects of the Role**

Due to the nature of the role there is a genuine occupational requirement that the post holder be a practising Christian. Sunday working is required for this role.

St Aldates is committed to diversity and inclusion, and we actively encourage applications from a broad range of experiences and backgrounds.

The post will be subject to a satisfactory DBS check and references.

#### **Eligibility to Work**

The successful applicant will be required to demonstrate they have the Right to Work in the UK. This includes evidencing a UK National Insurance number and that they are a UK tax resident.

A Certificate of Sponsorship and relocation package are not available for this position.

*This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content. The job description will be reviewed periodically and may be subject to amendment.*