



St Paul's
Salisbury

WORSHIP DEVELOPMENT LEAD CANDIDATE INFORMATION PACK



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WELCOME LETTER FROM CRAIG RECTOR OF ST PAUL'S

"Worship is the glad shout of the redeemed, celebrating the victory of God."

N. T Wright



Thank you for taking the time to download this pack and find out more about working with us.

Worship is the heartbeat of our church - where we lift our eyes to God, realign our lives around His glory, and are renewed by His presence. It is in worship that the church remembers who God is, who we are, and what story we belong to.

The successful candidate for the role of Worship Development Lead will play a central role in the life and ministry of St Paul's, leading and developing our music worship ministry and helping to nurture a culture of Christ-centred, Spirit-led worship. We are seeking a passionate, gifted and capable Worship Leader with a strong grounding in the theology of worship. Crucially. You need to be committed to raising up others, with a particular heart for developing worship leaders, mentoring younger musicians and equipping people to grow in their gifts and confidence.

This is an exciting and strategic role with opportunities not only within St Paul's, but also across the Deanery and city. Alongside leading and developing worship ministry within the church, the Worship Development Lead will establish a Worship Ministry Hub to offer support, encouragement and training opportunities for worship leaders and teams in other churches. The role will also contribute to city-wide worship gatherings and mission initiatives, particularly in partnership with young people across Salisbury.

St Paul's is a charismatic evangelical Anglican church at the heart of the city with a church membership of over 300 people. We are devoted to Jesus, one another and to serving others. Our core mission focuses on discipleship, *"We are called, equipped and sent by Jesus to be disciples, who make disciples."*

The work of the church extends over a large geographical area with a staff team of 11, and over 100 volunteers. We are involved in a wide range of community work throughout the week across our three buildings – the Church, Church Centre, and The Hope Centre.

St Paul's is a great place to work. We offer a supportive and collaborative staff environment and are committed to developing our staff both personally and professionally. You will have the opportunity to work closely with clergy, staff, volunteers and ministry leaders, as well as other churches and organisations across the city.

As a staff team we seek to support and encourage one another well, and we meet together weekly for drinks and cake, staff devotions, prayer and mutual encouragement.

This candidate information pack includes the detailed job description and person specification for the role.

Detailed information about the values and basis of faith can be found at www.stpaulssalisbury.org.

We hope the information in this pack will inspire you to prayerfully consider whether this is the post for you.

If you have any questions or would like to informally discuss the role further, please contact my PA, Dawn Evans by email (dawn@wearestpauls.church).

Every blessing,

Craig Ryalls

Rev'd Canon Craig Ryalls



**Rooted
in the Word**



**Alive
in the Spirit**



**Made
to Worship**



**Constant
in Prayer**



**Acts of Loving
Service**



**Active
in Mission**

We are called, equipped and sent by Jesus to be disciples, who make disciples

JOB DESCRIPTION

Job Title: Worship Development Lead

Purpose of the Role

St Paul's is a charismatic evangelical Anglican church with a heart for worship, discipleship, mission and raising up leaders of all ages. We are seeking an inspiring and spiritually mature Worship Development Lead to oversee, develop and expand the worship ministry of the church and our links with other churches - helping to strengthen and invest in worship leaders and musicians both within St Paul's and across the wider Deanery and city.

The Worship Development Lead will provide leadership to the music worship ministry at St Paul's, helping to nurture a culture of Christ-centred, Spirit-led, biblically grounded worship in a style broadly aligned with the New Wine tradition. The role will combine practical leadership, mentoring, training and strategic development.

A key focus of the role will be investing in emerging worship leaders and young musicians, developing a Worship Ministry Hub that offers support to other churches, and helping strengthen worship ministry across Salisbury through collaboration, training and city-wide initiatives.

The postholder will work collaboratively with clergy, staff, volunteers, youth leaders and ministry teams to equip and release others into worship ministry and leadership.

MONTHLY WORSHIP NIGHTS

in partnership with the 'Bridge Youth Project Third Space' you will help facilitate a worship event that attracts 100 young people across different venues in Salisbury.

KEY RESPONSIBILITIES

Training, Mentoring and Leadership Development

01. Grow, train and develop people within the St Paul's worship ministry teams.
02. Identify, mentor and develop emerging worship leaders.
03. Develop pathways and provide coaching, encouragement and spiritual support to worship leaders and musicians.
04. Invest intentionally in young people with musical gifts and leadership potential.
05. Develop pathways for younger musicians and vocalists to grow in confidence, discipleship and leadership.
06. Developing our praxis of worship (the integration of worship theology with worship practice)
07. Help foster healthy team culture, collaboration and pastoral care within worship teams.

“There is plenty of scope for innovation, creativity and new thinking in this role.”

WORSHIP MINISTRY LEADERSHIP AT ST PAULS

01. Lead, develop and co-ordinate the overall music worship ministry at St Paul's.
02. Oversee the planning and delivery of music worship across church services and key events, including Christmas and Easter services
03. Work with clergy and service leaders to shape worship in accordance with our church vision and culture.

04. Encourage a culture of prayerful, Spirit-led and servant-hearted worship that creates space for moments of encounter in the Presence of God.
05. Recruit, organise and develop musicians, vocalists, worship leaders and technical volunteers.
06. Oversee worship rotas, rehearsals, song administration and related systems.
07. Develop our repertoire of songs - introducing new songs in keeping with our context (theology, vision, and culture).
08. Encourage creativity, excellence and authenticity in worship ministry.
08. Support the integration of worship within the wider life and mission of the church.

WORSHIP MINISTRY HUB DEVELOPMENT

01. Develop and launch a Worship Ministry Hub to offer support and strengthen worship ministry across Salisbury city and Diocese and beyond.
02. Offer advice and consult with churches and church schools seeking to strengthen music worship ministry.
03. Rebuild the capability and capacity within St Paul's so that we can offer the St Paul's Away Team (SPATs) ministry to support worship in other churches in the Salisbury area who are seeking support with their worship services.
04. Develop and deliver worship workshops, training events and mentoring opportunities for worship teams and leaders from other churches across the Salisbury area.

YOUTH WORSHIP AND CITY-WIDE COLLABORATION

01. Work alongside the Third Space Youth Lead and other partners to equip young people to lead worship confidently and faithfully.
02. Help facilitate the existing monthly worship praise event across Salisbury.
03. Develop and promote networks of worship leaders and musicians across churches for encouragement, support and collaboration.
04. Help organise and support new city-wide worship events and worship at evangelistic gatherings.

ADMINISTRATION AND TEAMWORKING

01. Participate fully as part of the wider staff team.
02. Manage worship-related resources and budgets responsibly in conjunction with church leadership.
03. Ensure compliance with safeguarding, health and safety and church policies.
04. Support good communication across worship teams and partner churches.
05. Undertake other reasonable duties consistent with the nature of the role.

OTHER REQUIREMENTS OF WORKING ON THE CHURCH STAFF TEAM

01. To have an ongoing commitment to developing your own Christian discipleship and devotional life
02. To respond to questions relating to the Christian faith in a knowledgeable and engaging manner from those enquiring at the church.
03. To identify pastoral concerns and refer these to church leaders when necessary.
04. To participate in events arranged for staff prayer, worship and teaching.
05. To reflect the teachings of the Lord Jesus Christ in the way you conduct yourself in your duties.
06. To pray with and for staff and others attending the church about their circumstances and those of others.
07. To take an active part in the spiritual life of the Church.

PERSON SPECIFICATION

ESSENTIAL

Faith and Character

- A committed and growing Christian* with a strong personal faith in Jesus Christ.
- In full sympathy with the vision, values and evangelical Anglican ethos of St Paul's.
- A lifestyle consistent with Christian discipleship and leadership.
- A heart for worship, discipleship, mission and raising up others.
- A collaborative, servant-hearted and encouraging leadership style.
- Experience and Skills
- Experience of leading contemporary worship in an evangelical/charismatic church setting.
- Strong musical competence and confidence in leading worship vocally and/or instrumentally.
- . Experience of developing, mentoring and training worship teams and leaders.
- Experience of working with young people and encouraging younger leaders.
- Ability to organise, plan and co-ordinate teams effectively.
- Good interpersonal and communication skills.
- Ability to work collaboratively with clergy, volunteers, staff teams and other churches.
- Understanding of the theology of Christian worship and its practical application.
- Knowledge and experience of safeguarding good practice within church settings.
- Competent administrative and organisational skills

Personal Qualities

- Relational and approachable.
- Spiritually mature and emotionally resilient.
- Able to encourage and inspire volunteers.
- Flexible, proactive and self-motivated.
- Able to balance vision, creativity and practical delivery.
- Humble, servant-hearted leader.

PERSON SPECIFICATION (Cont.)

DESIRABLE

- Experience of training worship leaders in multiple contexts.
- Experience of networking or working across churches or denominations.
- Experience of organising worship events, conferences or training workshops.
- Experience of mentoring younger musicians and worship leaders.
- Familiarity with church sound, media or worship technology systems.
- Relevant theological or musical training/qualification.

*It is an Occupational Requirement under the Equality Act 2010 that the Worship Development Lead is a committed Christian, in full support of the ministries of St. Paul's and at one with St. Paul's ethos, vision and objectives. (See additional information below and www.stpaulssalisbury.org).

In determining whether the applicant meets this specification, this will in part, be considered demonstrable by the following additional specifications:

Personal faith in Jesus Christ evidenced by a lifestyle of Christian discipleship

Having a sound Christian prayer life and consistently reading the Bible

Upholding an orthodox and evangelical Biblical stance on relationships, human sexuality, marriage and singleness, and being pastorally sensitive to others who hold different views.

Safer Recruitment

This post is subject to a DBS check and receipt of at least two satisfactory references.

At interview, or in a separate discussion, St Paul's Church ensures that an open and measured discussion takes place about any offences or other matters that might be relevant to the position.

Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

ABOUT THE POST

Closing Date for Applications

Midnight on 7th September 2026.

Interview Date

The interview process will involve two stages:

Leading worship at one of the Sunday morning Services from 4th to 18th October. Accommodation will be provided the night before with the option to rehearse with the worship team on the Saturday before the service, or early on the Sunday morning.

Attending an interview day on Monday 19th October.

We will email all candidates to inform them whether they will be invited to interview by the end of Wednesday 9th September.

Days and hours of work

26.25 to 35 hours per week including Sundays and some evenings.

Contract

Fixed-Term, 3-4 Years, subject to a probationary period of 3 months.

Holidays

The holiday year runs from 1st January to 31st December. The annual holiday entitlement in any holiday year for a full-time employee (working 35 hours a week) is 28 days. Your holiday allowance in hours will be pro rata this based on your contractual hours.

Holiday entitlement accrues at the rate of 1/12th of annual entitlement for each complete calendar month of service during each holiday year.

The role is entitled to all public holidays each year. Bank holiday allowance in any year stated in hours will be pro rata this based on work hours. The role requires working on some key holiday dates within the Christian Calendar especially at Christmas and Easter.

Salary

Salary dependant on experience and qualifications is expected to be in the range of £32,000 to £36,000 per annum based on a 35-hour week.

ABOUT THE POST (Cont.)

Pension

To help people save more for their retirement, all employers are now required by law to provide a workplace pension scheme for certain staff and pay money into it.

You will therefore be automatically enrolled into our pension scheme in the third month following your start date if you have met all of the following criteria:

- You earn over £192 per week (or £833 per month)
- You are aged 22 or over and
- You are under state pension age.

You can opt out of the pension scheme if you want to, but if you stay in you will have your own personal pension when you retire. Your pension will belong to you, even if you leave us in the future.

Both you and St Paul's will pay contributions into it every pay period, and the government will also contribute through tax relief. St Paul's will contribute 6.5% of your pensionable pay and you will be required to contribute 3%.

You will receive a starter pack of information from the pension scheme once you have been automatically enrolled.

Right to Work

Applicants must have the permanent legal right to work in the UK at the time of application. We are unable to offer visa sponsorship for this role. Appointment is subject to verification of the successful candidate's right to work in the UK.

EQUAL OPPORTUNITIES POLICY

1. St Paul's Church is a Christian organisation committed to social justice and actively opposed to discrimination in society.
2. St Paul's Church seeks to care for members of its congregation and groups on a fair and equitable basis. No person requiring support from St Paul's will be treated less favourably than any other person on any grounds.
3. Paul's is an equal opportunities employer. We are committed to ensuring that3. no job applicant or employee will receive less favourable treatment because of their sex, or gender, sexual orientation, marital or family status, age, ethnic origin, disability, race, nationality, national origin, creed, political affiliation, part-time or fixed-term status, unless it can be shown to be legally justifiable.
4. Entry to employment and promotion or change of post is determined by personal merit and ability relevant to the purposes of St Paul's.
5. St Paul's aims to ensure that people with disabilities are given equal opportunity to enter employment. In doing so, it will fully consider reasonable adjustments to working practices, equipment and premises to ensure that a disabled person is not put at a substantial disadvantage due to their disability. In addition, if staff members become disabled in the course of their employment, every effort will be made through reasonable adjustment, retraining or redeployment to enable them to remain in the employment of St Paul's Church.
6. St Paul's is a Christian organisation committed to building Jesus' model of the Kingdom of God on earth. Accordingly, there are posts which can only be filled by Christians. The nature of these posts, or the context in which they are carried out and their link to the ethos of the organisation gives rise to a Genuine Occupation Requirement (GOR) for the post holders to be Christians. All staff in these posts need to demonstrate a clear, personal commitment to the Christian faith.
7. It is the intention of St Paul's Church that no individual or organisation connected with its activities shall hinder the positive implementation of this policy. Any form of discrimination is unacceptable to St Paul's Church.
8. Any employee may complain about discriminatory conduct using the grievance procedure outlined in the staff handbook. No individual will be penalised for raising a grievance unless it is proved to be untrue and made in bad faith.

Whilst St Paul's Church is committed to adopting non-discriminatory practices to all employees, job applicants, and others whom we meet, many of our posts have a genuine occupational requirement for the post holder to demonstrate a clear personal commitment for the Christian faith through their lifestyle and behaviour.

DISABILITY POLICY

The Rector, Church Wardens and members of St Paul's Church, Salisbury, welcome and support the principles of Churches for All, designed to enable people with disabilities and older people to worship God in fellowship with other members of their community.

We are committed to a programme of improvements to make St Paul's Church's activities and facilities more accessible to all people regardless of their disability or disabling condition.

We will ensure that paid and volunteer staff are given training on disability issues to enable such staff in their ministry to be fully inclusive of everyone.

