

*We welcome **everyone**, to walk with Jesus **everyday**, and see restoration **everywhere***

Senior Leader Vacancy

Title: Senior Leader

Location: Woodford, Loughton, Epping & Enfield.

Position: Full-time (*Part-time and bi-vocational arrangements would be considered*)

Commencement: January 2027

Salary: Starting from £46,000 per annum (*variable depending on experience and/or pro rata*)

Applications Close: Monday, 31st August 2026

Who are Restore Community Church?

Restore Community Church (originally Vineyard Church) began as a house church in Loughton in 1984. We have a vision to impact North London, South West Essex and beyond, and in recent years have multiplied into four congregations, now in Enfield, Loughton, Woodford and Epping.

All of our congregations provide a welcoming and friendly environment, full of passionate people committed to our vision of welcoming **everyone**, walking with Jesus **every day**, and seeing restoration **everywhere**.

We have a heart for serving our local community, and each congregation has a variety of initiatives to this end. We have seen much fruit from these activities.

What are we looking for?

Our current Senior Leader, Ian King, will be moving on from Restore Community Church at the end of March 2027, so we are seeking a new Senior Leader.

With increasing numbers in our congregations and thriving youth and children's ministries, we are looking for a visionary and relational leader who can proactively enable Restore to grow in depth and breadth; cultivating a culture of discipleship, developing and releasing leaders, and leading us into new opportunities for mission, multiplication, and church planting.

Our ideal candidate will be a passionate spiritual leader, a compelling Bible communicator, and a nurturing pastor who is deeply committed to relational ministry and leads with a clear sense of mission, actively equipping the church to engage, serve, and make a meaningful impact in the local community.

The successful applicant will have completed recognised theological training and will have at least five years' experience in church leadership, with values that align with those of Restore Community Church (please see the vision & values document included in the job pack)

Our ideal candidate will be someone who loves Jesus deeply, leads from a place of prayer and dependence on the Holy Spirit, and has a proven ability to develop leaders and build healthy teams. They will value collaboration over control, carry a heart for mission and discipleship, and be excited by the opportunity to lead a diverse church family seeking to see restoration everywhere.

The successful applicant would ideally be in place to start in January 2027.

Applications from outside the UK will be considered.

Where does this role fit?

Restore Community Church is led by a team of Elders which is responsible for the vision and values of the church. It is also a charity and a company limited by guarantee, with a Board of Trustees who have legal responsibility for the management and conduct of the church.

The Senior Leader serves as part of the Eldership and provides leadership within and to the Eldership Team, working collaboratively with Elders and Trustees to discern vision, shape culture, and steward the mission of Restore.

The Senior Leader is appointed by and accountable to the Church's Trustees.

The Senior Leader currently provides line management for four staff members: three Congregation Leaders and the Head of Operations. Please refer to the organogram included in this job pack.

Restore has always maintained strong relationships with other churches, both locally and regionally, and places a high value on partnering in Kingdom activities. Each of our congregations has strong connections with local ministers' fraternals, and we have historic links with Ichthus Christian Fellowship (www.ichthus.org), iNet Trust (www.inet-trust.org) and Transforming Essex (<https://transformingessex.org>).

Next steps

If you would like to apply for this role, please send the following to the Board of Trustees at board@restorecc.org.uk, using the subject line of your email marked as "Senior Leader Application - [Your Name]".

- **CV:** We will not contact your referees unless you are shortlisted for an interview, and we will provide you with notice before we do so.
- **Covering letter:** Please tell us about yourself and explain how you meet the qualities, skills, and experience outlined in the job description and person specification. We'd also like to hear why you believe God is calling you to a Senior Leader role. Why do you think Restore Community Church would be a good fit?

The closing date for applications is **Monday, 31st August 2026**.

Our selection process is designed to be prayerful, thorough, and fair. The appointment committee will shortlist all applications and the selected candidates will then enter into the following recruitment process:

- **Video questions:** Shortlisted candidates will receive a set of follow up questions which will require them to submit a video responding to the questions.
- **Shadowmatch:** Restore uses Shadowmatch (www.shadowmatch.com) as a development tool, shortlisted candidates will be required to complete an assessment as part of the recruitment process.
- **Panel Interview & Presentation:** Shortlisted candidates will be invited to an in-person interview and presentation with a panel of representatives from the Trustees, Elders and nominated members of Restore, expected in early October 2026.
- **Practical Assessment:** Preferred candidates will be invited to additional stages in the process, potentially including: meeting representatives from each congregation's leadership team, meeting the Restore staff team, preaching within Restore, participating at one of our community outreach projects, and participating in a Q&A, etc. These meetings will be a two-way street—where you will be able to ask us your questions as well as be asked questions.
- **Final Interview:** The preferred candidate(s) will have a final interview with the Chair of Trustees and a member of the Eldership
- **Decision:** We aim to reach a final decision and inform all interviewees by the end of November 2026.
- **Start Date:** We are aiming for a start date of Monday 4th January 2027, with a maximum 3-month handover with the current Senior Leader.

We appreciate your time and prayerful consideration of this role. If you would like any clarification about the application pack, have specific questions, or would simply value an



informal conversation about the role, we encourage you to get in touch—we would be very glad to speak with you. We look forward to receiving your application

Senior Leader Job Description



Roles and Responsibilities

Visionary leader for Restore Family

- To work with the Restore Eldership Team and the Board of Trustees to set the vision and direction for Restore Community Church.
- Reviewing the health and impact of congregations and community initiatives to inform future strategy, growth and multiplication.
- Reflecting on the life and impact of congregations and community initiatives to guide strategic development, growth and multiplication
- Regularly preach and lead across all Restore congregations, particularly at key vision gatherings
- Significantly shape the planning and teaching for the Sunday series for Restore as a whole
- Carry overall responsibility for the Restore Vision, pastoral care, activities, management and operations of Restore Community Church.
- Encourage the development of clear pathways for discipleship, leadership development and mission across all congregations.
- Foster unity across Restore's congregations while encouraging contextual expression.

Restore Board of Trustees & Restore Eldership

- Leading the Restore Family Eldership Team in discerning vision, shaping culture and theology, and developing strategy for the future.
- Attend Restore Board meetings, providing information on the current vision and activities, and working with the Board to plan future direction
- To meet regularly with the Chair of the Trustees for planning and personal accountability.

Staff Leadership

- To attend the Restore Staff Executive Team and set the vision.
- To work closely with the Head of Operations to ensure that the vision is appropriately translated into action across the management and operations of Restore life.
- To lead every Restore congregation leader in expressing the Restore vision within their setting.
- To provide pastoral oversight and accountability for each Restore congregation leader.
- To provide input and training for the Congregation leadership teams

Networking

- To ensure that Restore is strongly connected to other local churches and, therefore, expresses Kingdom values

- To develop a network of supportive national and international connections that facilitate the fulfilment of the Restore vision. These connections also provide opportunities for Restore to contribute into a wider world.
- To develop places of external accountability personally and for Restore as a whole

Personal Development

- Undertake ongoing continuing professional development and research-based practice, and transfer best practice to the local context where possible and appropriate



Person Specification

Essential criteria:

It is essential that the Senior Leader sets a vision that aligns with the values of Restore Community Church, which are drawn from Isaiah 61 and incorporate living on mission by *welcoming everyone to walk with Jesus every day and see restoration everywhere*.

Our ideal candidate will be a passionate spiritual leader, a compelling Bible communicator, and a nurturing pastor committed to relational team ministry.

Skills and Abilities required:

Essential

- Solid theological understanding, especially in relation to discipleship and mission.
- A passionate follower of Jesus with a clear sense of call to pioneer ministry.
- Strategic thinking and execution in progressive development of a church or network of churches.
- Experience of church planting and familiar with how to grow a church and keep it healthy.
- Strong team leadership skills suited, preferably, to a multi-cultural and multi-lingual environment.
 - Able to develop and release people's gifting
 - Ability to articulate and implement the vision
 - Self-leadership
 - Organisational and time management skills
 - Ability to handle confidential information
- Excellent communication and presentation skills
- Excellent interpersonal skills and the ability to build close, effective working relationships with people from a wide range of backgrounds
- Demonstrates personal responsibility, resilience, and a commitment to stewarding their calling well.

Desirable

- Innovative, resilient, and able to pioneer projects from concept.
- Able to build bridges with local communities, partner organisations, and churches.
- Skilled in gathering and motivating teams, cultivating a culture of volunteer involvement.
- Understanding of post-Christendom culture and capable of contextualizing the gospel
- Computer competency (e.g. ChurchSuite, Microsoft Office 365, etc)
- Proven experience in change management, conflict resolution, and people management

Personal qualities and attributes required:

- Visionary and effective communicator with proven leadership skills and experience.
- Someone with a passion for God, His Church, and the local community (including churches of other denominations).
- Spiritual gifts of leadership and teaching.
- Models a life of prayer, dependence on the Holy Spirit, and personal discipleship.
- Proactively engages in the process of personal and spiritual development.
- Spiritually mature, Spirit-filled Christian with a track record of Christ-like behaviour and character who is in accountable relationships.
- Evidences a mature and growing faith expressed through character, relationships, and ministry.
- A champion of "Unity in Diversity" (Psalm 133).
- Has a positive attitude and displays emotional and relational intelligence.
- Someone who values teamwork, who is an effective collaborator; team player and team builder.
- Effective problem solver; skilled in healthy conflict-resolution.
- Places value on generosity
- Passionate about seeing people reconciled to God.

Disclosure and Barring Service Check (DBS):

The position involves contact with children and vulnerable adults, so the post-holder will be required to hold Enhanced DBS Clearance, and any offer of employment will be subject to the outcome of this check being satisfactory.

Terms and Conditions

- 1. Occupational Requirement:** This post carries an Occupational Requirement on the grounds of religion and belief. Candidates applying must demonstrate a Christian belief and value system in line with Restore Community Church and its Statement of Faith, as set out in the constitution document.
- 2. Contract Period:** This is a permanent position, subject to a 6-month probationary period.
- 3. Eligibility to Work in the UK:** The job holder must be able to provide evidence of their eligibility to work in the UK before appointment and for the entire duration of employment.
- 4. DBS Clearance:** The job holder is required to obtain and maintain satisfactory DBS enhanced clearance for the entire duration of employment.