Alive Church
Job Information Pack

Job Title:	Assistant Location Pastor
Department:	Alive Grantham
Location:	Alive Grantham

Application Deadline:	Midday, Friday 27th November 2026
Interview Date:	From Monday 7th December 2026
Anticipated Start Date:	From January 2027 (flexible depending on notice period)

Dear Candidate,

Thank you for your interest in working with Alive Church.

This Job Information Pack contains everything you need to understand the role, our vision, and what it's like to be part of the Alive staff team. Alongside the Role Description, you'll find guidance on our application process and what we're looking for as we appoint someone to this role.

We encourage you to read the pack carefully and to use your application and personal statement to share not only your experience and skills, but also how you feel you could contribute to the life and mission of Alive Church.

Thank you for taking the time to consider this opportunity. We look forward to hearing from you.

Warm regards,

Kirsty Morgan
HR Team

Alive Church
Tel: 01522 542166
Email: hr@alivechurch.org.uk

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ABOUT ALIVE CHURCH

We are a vibrant contemporary church currently based in 7 locations; Gainsborough, Grantham, Horncastle, Lincoln Central, Lincoln North, Lincoln South and Scunthorpe. The mission of Alive is ‘Advancing God’s Kingdom for this region and beyond’. We do this in a number of ways but primarily the church is built on these 7 Constants:

1. We Pray First & Pray Always
Starting and sustaining everything with united, extraordinary prayer and fasting.

2. We Are Led by the Word, Empowered by the Spirit
Living in full surrender to Scripture and the Holy Spirit, allowing both to shape our lives, decisions, and direction.

3. We Make Disciples Who Make Disciples
Becoming a Spirit-led, disciple-making movement that grows and multiplies across Greater Lincolnshire and beyond.

4. We Develop and Send Leaders Everywhere
Equipping, empowering, and sending leaders into every sphere of society.

5. We Build a Healthy Church for All
Intentionally cultivating a multi-generational, multi-ethnic church for today and tomorrow.

6. We Live as Sent Ones to Bring Heaven to Earth
Empowering Kingdom Ambassadors to bring supernatural transformation to all of society.

7. We Live Outrageously Generous & Sacrificial Lives
Stewarding God’s resources extravagantly for the transformation of our region and beyond.

We are part of the Groundlevel Network of churches and therefore are actively involved in all of the activities of Groundlevel, including the Awaken Event. In addition to this Alive Church is a member of the Evangelical Alliance.

Alive Church Lincoln is a registered charity (No: 1140435) and a company limited by guarantee having no share capital. (Registered Company No: 7494717)

Vision

We see Alive as a strategic multi-site church made up of thousands, expressing itself in numerous locations, seeing many people come to faith and equipping people who passionately follow Jesus Christ. We see a planting church who actively raise leaders and send teams to plant new locations. A church readily working in partnership with other churches and ministries for the advancement of God's Kingdom. We see Alive having a heart for the re-evangelisation of the UK, believing we have a significant contribution to make.

We see Alive as a knowing church. A multi-ethnic, multi-generational church who value all people, ensuring everyone is given an opportunity to know Jesus. We see a body of people who carry the heart and ethos of the church in all age ranges. We see Alive as a church of character and humility, where every person serves the mission of Christ, putting others before themselves. We see a church who deeply value both gathering together for vibrant Sunday worship and celebration and connecting together in small groups for friendship and discipleship.

We see Alive as a growing church. A bible-believing church, living out orthodox christian lifestyle handed down to us in word and deed. A Jesus-centred community growing in their faith and empowered to make a difference in the world. A positive Holy Spirit filled people demonstrating the fruit and gifts of the spirit and the character of Christ. We see Alive as a welcoming church where kindness and hospitality are the hallmark. A church who model the generous heart of God in their own generosity. A church who carry a spirit of excellence. A praying church who believe that nothing is impossible with God.

We see Alive as a going church. A church of influence, with involvement in all spheres of society and a focused mission into the world. A church with a heart for the poor and the marginalised, who are determined to bring transformation to people's lives. A church led by a dream team of committed staff and leaders. A team of men and women committed to God and to one another to see our dreams become a reality. We see a church that leads the way in training leaders who carry the DNA and culture of the house both within the church and into society, equipping all people to serve God in every area of their lives.

Values

1. We are Word and Spirit Led
2. We love and serve all people
3. We develop disciples of Jesus
4. We bring kingdom transformation
5. We live abundantly

Mission

‘Advancing God’s Kingdom for this region and beyond’

You can find further information about Alive through our website www.alivechurch.org.uk

Job Title
Assistant Location Pastor

Salary
£31,000 - £33,000 (depending on experience)

Hours
37.5 hours

Contract Length
Permanent

Probation Period
3 months (advised)

Occupational requirement
There is an occupational requirement for the postholder to be a committed and practising Christian, in accordance with Schedule 9 of the Equality Act 2010.

Line Management

- Line Managed by the Grantham Location Pastor
- You will Line Manage the Grantham Location Staff Members
- You will supervise any Grantham Location Voluntary Life Pastors and some members of the Location Forum

Key working relationships

Works with: Location Pastor, Operations Lead and Location Forum.

Meets regularly with:

- Location Pastor
- Location Staff Team - weekly
- Location Pastors & Lead Pastor

Role Description

Overview

To share in the responsibility for leading the location; helping to advance God's Kingdom for this region and beyond by embedding Alive's Vision, Values, Mission and Pattern, and by developing, discipling and mobilising people as followers of Jesus.

We are seeking:

- a dynamic leader to cultivate a culture of deep discipleship.
- a visionary leader to model and champion our DNA into every ministry, group and gathering in our vibrant and growing church family.
- a passionate leader who models a life of prayer and is Spirit led and Bible centred in their preaching and pastoral duties.
- a galvanising leader who will be a catalyst for continued leadership development throughout every team and ministry.
- a relational leader to strengthen and build a culture of fun, authenticity and faith in the staff team and leadership team.
- a courageous leader who follows the Spirit's lead and step into areas of ministry across the church after consultation with the Location Pastor.
- a called leader who knows that Jesus has called them to Alive Grantham to carry the weight of leadership alongside the Location Pastor.

Key Responsibilities include:

1. Prayer & Spiritual Leadership

- Lead and model a culture of prayer across the location
- Facilitate monthly Revive Prayer gatherings / 3 days of prayer and fasting / Prayer Army / Sozo

2. Word-Centered Teaching & Preaching

- Deliver biblical teaching during Sunday services (following series notes if provided)
- Ensure all teaching aligns with orthodox Christian doctrine and Alive's beliefs (as described in the Evangelical Alliance's basis of faith)
- Model Spirit-led ministry with expectation of God's supernatural power

3. Disciple-Making Movement

- Oversee Life Groups strategy ensuring every person is connected
- Ensure Life Groups focus on discipleship and multiplication

4. Leader Development

- Identify, train, and raise leaders (both gathered and sent church)
- Facilitate Equip training pathways for all leaders
- Promote Academy training opportunities

- Line-manage and develop the Grantham Location Staff Members

5. Building a Healthy Church

- Champion multi-generational and multi-ethnic ministry
- Monitor congregational health (through metrics and testimonies)
- Oversee pastoral duties: baptisms, dedications, weddings, funerals

6. Missional & Community Transformation

- Embed the language, understanding and culture of ‘Kingdom Ambassadors’
- Champion the Apostolic (sending) culture of Alive
- Champion testimonies and stories of transformation and Kingdom impact

7. Generosity & Stewardship

- Manage location budget responsibly
- Model and teach biblical generosity
- Ensure financial sustainability, growth and generosity

8. Team Leadership & Communication

- Co-Lead Location Forum effectively
- Communicate vision and priorities clearly to location
- Maintain proactive communication with Location Pastor and Lead Team
- Ensure location aligns with Alive’s ‘One Church’ culture, DNA and strategy

9. Sunday Services Excellence

- Ensure Sunday services are excellent, Spirit-led, and engaging

Person Specification - Grantham Assistant Location Pastor

	Essential	Desirable
Faith, character and knowledge		
Committed and practising Christian, actively involved in a local church and able to model Alive's vision, values, mission and beliefs.	✓	
Sound biblical and theological understanding, with the ability to teach in line with Alive's beliefs.	✓	
Commitment to safeguarding, appropriate pastoral boundaries and safe ministry practice.	✓	
Recognised theology qualification or equivalent training.		✓
Confident use of Google Workspace or similar digital tools.		✓
Experience		
Leadership experience within a local church, including coordinating and developing volunteer teams.	✓	
Experience of preaching and teaching in a local church.	✓	
Experience of pastoral ministry in a local church.	✓	
Experience of discipling others and developing leaders.	✓	
Skills and abilities		
Communicate vision and priorities clearly, and inspire and mobilise others.	✓	
Manage multiple priorities, organise own workload and maintain sustainable progress.	✓	
Line manage and develop staff and volunteer leaders.	✓	
Understand financial information and manage a delegated budget responsibly.		✓
Personal qualities and practical requirements		
Evidence of integrity, humility, emotional maturity and servant-hearted leadership.	✓	
Build effective relationships and work collaboratively.	✓	
Ability to travel to other Alive locations as required.		✓

Information about working for Alive

Probationary Period:	The first **three** months of your employment will be a probationary period, during which time your performance and conduct will be monitored.
Eligibility to Work:	You will be asked to provide formal documentation, in accordance with Home Office guidelines, to show your eligibility to work in the UK. Failure to comply with the request or to provide satisfactory documentation may lead to your employment being terminated.
Place of Work:	You are required to work at the following location: Alive Grantham, 72 Castlegate, Grantham, NG31 6TA. You may be required to travel, and to serve ALIVE Church at other locations.
Hours of Work:	Your normal hours of work are 37.5 hours per week. Sunday is a normal working day, and the role may also involve some evening work. Your working pattern will be agreed with your Line Manager and may vary to meet the needs of the Church. Arrangements relating to additional hours and time off in lieu (TOIL) are set out in the Staff Handbook.
Holidays:	Your annual holiday entitlement is 25 days. Your public holiday entitlement is 8 days. An additional 3.5 days of holiday will be granted to cover the period we are closed between Christmas and New Year. Therefore, your total holiday entitlement is 36.5 days a year. **For part time employees, these entitlements are adjusted on a pro rata basis.** The holiday year runs from 1st January to 31st December**.**

Application process

Please apply in writing, by completing the **application form and submitting a personal statement.**

Please send your application and personal statement to:

Human Resources
Alive Church
Newland
LN1 1XD

Or alternatively by email to hr@alivechurch.org.uk

Should you require any further information about Alive or the role please do not hesitate to contact hr@alivechurch.org.uk

GUIDANCE NOTES FOR APPLICANTS

These notes aim to help you complete your job application form. Please read carefully before you start completing the application form.

Completing your application
We will use the information you provide in your application to decide whether or not you meet the essential requirements listed above. Please note that if you don't give examples through your application how you meet the criteria, your application will not be taken to the next stage.

The people shortlisting will use information from your application and personal statement to determine whether you will be shortlisted for interviews for this role. You should show through your application form and your personal statement how you meet the essential criteria of this role.

Personal Statement
Your application form **must** be accompanied by a personal statement. When writing your personal statement please ensure it is no more than 1000 words and contains the following:

Name of applicant
Role applying for
Knowledge and experience
The knowledge and work experience that you've had – everything that makes you believe you are the right person for the job
Skills and abilities
How do your skills match what we're looking for?

Interviews
If your application is shortlisted, you will be required to attend an interview.

References
We will need two good references.

- Your current employer. If you are unemployed, this will be your most recent employer. *This will be someone senior to you who can assess your work for us, not a colleague or friend at work.*
- A previous employer, or someone with a senior role who can vouch for you.

DBS check
This position will require us to carry out a Disclosure & Barring Service check.

Data Protection
By law, we have to let you know that we keep the personal information about you that you put in a job application. When you sign and send an application in, we take this to mean that you are giving us permission to keep it, and to use it to get in touch with you, if we find a job we think would suit you in the following six months. A copy of our privacy policy is attached.

Your views
We're happy to hear from you. We want to improve our recruitment, so please do let us know what you think about the process.

Tips for the interview
If you are successful in being offered an interview then the following information may be of value to you.

- Be yourself - act naturally;
- Try to relax and ask for water if you need it;
- Don't be afraid to take time to gather your thoughts and think of your best example to fit the question before speaking;
- It's OK to ask questions - remember it is a two-way conversation;
- It's also OK to ask the panel to repeat a question, or clarify your understanding for what you are being asked;
- If you are unsure about whether your example is what the panel was looking for, at the end of your response check with the panel that you have answered their questions;
- The panel will be busy taking notes during the interview and may not be able to maintain eye contact with you throughout the interview. Don't let that distract you or put you off. It's their job to get everything down so they have an accurate record of what you have said in the interview - it does not mean you are giving bad examples.