**Job Specification for Worship Leader at St Barnabas Church, Middlesbrough**

*St Barnabas’ Vision for Music and Worship*

St Barnabas is a lively evangelical Anglican church open to the gifts of the Spirit. Our vision is ‘Making Disciples for Life’, which underpins all that we do. Prayer upholds us and flows through the life of the church. The church has five services each week, attended by around 300 people from a very wide range of age-groups, social classes and ethnic backgrounds. St Barnabas seeks to worship God the Father, through Jesus his Son, in the power of the Holy Spirit.

St Barnabas has a deep commitment to sung worship as a crucial means by which faith and discipleship are built up. St Barnabas is passionate about being a church family and the successful applicant will find themselves well-supported as well as being expected to offer support.

There are three Sunday services in which music plays a part. The worship leader’s primary focus will be the 11.15 and 6.30 services.

* 9.30 am: formal liturgy, organ, robed choir and music group. Parade Service every 2 months
* 11.15 am: Contemporary worship, with a light liturgical structure, music group, no clerical robes, children’s groups crèche. All Age Service once a month
* 6.30 pm: music group, more informal, longer teaching and ministry time

*Serving God in Middlesbrough*

St Barnabas is set within the town of Middlesbrough and draws people both from its immediate area and further afield. It is close to Teesside University and has a growing number of students. Middlesbrough is one of the poorest parts in the UK. We seek to serve the town both by evangelism and social action. The successful applicant will play their part in sharing kingdom love across Middlesbrough. Middlesbrough is close to the stunning North York Moors and Yorkshire coast and accessible to the ancient town of Durham. It is a good place to live as well as to work.

If you know Middlesbrough through Google alone, you will see it hitting headlines often for the wrong reasons. When you get to know Middlesbrough, you’ll find it an energising and fascinating place, with great needs and great opportunities.

*Overall Aims of St Barnabas Concerning Music within Worship*

* sustain and grow the musical side of St Barnabas’ worship, across a broad range of styles
* sustain and grow participation by children and young people in musical worship
* manage and spiritually nurture a large group of musicians of varying abilities and backgrounds
* ensure musical worship operates harmoniously (no pun intended) with the wider church family
* use musical worship as a means of outreach

*The following qualities are:*

*Essential*

* a deep Christian faith and the ability to offer spiritual leadership, as part of a team
* strong musicianship, being able to lead both the musical accompaniment and the congregational singing – e.g. a guitarist/singer or pianist/singer
* experience, gifting and creativity in worship leading
* a heart for and ability in discerning, nurturing and releasing the gifts of a large group of musicians of varying abilities and backgrounds
* a good team player
* being supportive of the vision and values of St Barnabas Church.

*Desirable*

* good administrative ability
* empathy for those outside the church and a heart for mission to those outside the church
* ability to grow participation by children and young people in musical worship

*Other requirements*

* appointment is offered subject to satisfactory enhanced DBS clearance and satisfactory references.
* availability for Christmas services, Easter services and at other events as needed
* work on Sunday mornings and evenings
* being a fully involved member of the congregation as well as being a committed member of the church’s staff team, sharing in the team’s corporate responsibilities and activities

*Core Responsibilities*

* lead the musical worship at the 11.15 am and 6.30 pm services and overseeing others who lead such worship
* support of the 9.30 am service music (e.g. by piano/keyboard or guitar), which is overseen by the 9.30 service team
* involvement in midweek, one-off services and outreach events as required
* offer spiritual leadership across the congregation, as part of the St Barnabas staff team, both by what they say and by how they live
* lead prayer and Bible study, as required
* recruit, manage and nurture (both pastorally and spiritually) new members of the youth band
* sustain and grow participation by children and young people in musical worship, working alongside children and young people’s leaders in the process
* to be responsible, jointly with the vicar of St Barnabas, for choosing music for the 11.15 and 6.30 services
* recruit, manage and nurture (both pastorally and spiritually) a large group of musicians of varying abilities and backgrounds
* administration of the musical side of worship for the 11.15 and 6.30 services
* work closely with the audio-visual team to coordinate provision of worship
* administer the worship team rotas
* lead and facilitate band rehearsals
* introduce new and appropriate songs to the church
* maintain and regularly update the existing song/hymn database and digital/physical library of sheet music/chord charts
* supervise the work of a potential Worship Intern
* act as the administrator of the church’s CCLI account and to report the use of songs according to the CCLI requirements

*Wider Responsibilities*

* membership of the church staff team, including attendance at and contributing to staff meetings
* contribute to strategic planning for the St Barnabas’s worship and wider ministry
* support development of excellent all-age worship.
* incorporate multi-media and other creative expressions in worship
* ensure good maintenance and investment of church owned equipment and resources
* plan the annual music budget and spending (together with the 9.30 service team and Audio-Visual team)
* ensure, together with the wider staff team and church leadership, a safe environment is provided and maintained for all worship activities run by St Barnabas. This includes: ensuring suitable Health, Safety and Safeguarding policies and procedures are in place and followed; that these are in line with York Diocese & St Barnabas’ PCC policies; that appropriate documented records are maintained; that all leaders and helpers are appropriately briefed, trained and DBS checked; that risk assessments are undertaken and recorded; and that incidents are appropriately escalated. This will involve close liaison with the St Barnabas’ Safeguarding lead.

*St Barnabas’ Commitments to the Appointee*

* we will provide mentoring support, especially during the early stages of the appointment
* a super-friendly and supportive church family
* a staff team that looks out for, prays for and learns from each other
* there are many opportunities to pioneer new ministries such as church planting, social action, student ministry, media and communications
* we will ensure there is financial provision in the annual church budget to support worship and creative media ministry, equipment and materials etc.

*Conditions of Service*

* The role is a part time post, 20 hours a week, but could be full time, if the applicant is willing to take on additional responsibilities within church life, appropriate to the skill-set of the applicant – for example children’s and youth work, media and communications, mission and social action.
* Wage: the current real living wage, *pro rata*, rising in line with national changes.
* The worship leader will be line-managed by the vicar of St Barnabas and be expected to attend all staff meetings and fully participate in the staff team, receiving and giving support as needed
* St Barnabas is a supportive Christian community and will seek to encourage staff members as people and disciples.
* 25 days annual holiday + statutory holidays. Holiday entitlement will include 5 Sundays.
* Contributory pension provided
* There is a three-month probationary period
* There is a genuine occupational requirement that the post-holder is a practising Christian.
* The post holder should conduct themselves in a manner which shows due regard for the ethos of St Barnabas as an evangelical church.

*Key relationships*

* Vicar, Associate Minister and Curate
* Church wardens
* All members of the worship team
* Children & Youth Ministry leaders
* Service leaders & preachers
* Church administrator
* Safeguarding lead

For a sense of St Barnabas, look us up on the web (<http://www.st-barnabas.net/>) or facebook (<https://www.facebook.com/stbarnabasmiddlesbrough>), but please bear in mind that church life looks somewhat different right now, due to current restrictions.

*For an informal conversation about the post:*

* Contact: David Goodhew, vicar of St Barnabas, via 01642 817306 or via david@st-barnabas.net
* Deadline for applications: 22 June 2020
* Provisional Date of Interview: 2 July 2020

The application form is below this job specification. Please return it to the church administrator, Barbara Edwards via office@st-barnabas.net

St Barnabas, Linthorpe, Middlesbrough

**Worship Leader Application Form**

1. **Personal Details**

Title:

Surname: Forename:

Address:

Postcode:

Telephone: Mobile:

Email:

Nationality: National Insurance number:

*If you are not a British Passport Holder or a European Citizen, or you do not have the permanent right to remain in the UK, you will require a work permit.*

Do you require a work permit for employment in the UK? YES/NO

If you already have a work permit, when does it expire?:

*Please note, your current work permit may not be valid for this post.*

1. **Education and Professional Qualifications**

**Please list below all relevant training and education, beginning with the most recent.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **University/ College/ Secondary School** | **Date from** | **Date to** | **Please state all qualifications gained (e.g. A-Level English, BA Drama)** | **Result**  |
|  |  |  |  |  |
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|  |  |  |  |  |
|  |  |  |  |  |

1. **Present/ Most Recent Employer**

|  |  |
| --- | --- |
| Name and Address of Employer |  |
| Job Title |  |
| Dates of Employment |  |
| Description of Duties |  |
| Reason for leaving |  |

1. **Previous Employment**

 Please start with the most recent first. Please include work/voluntary experience and any periods of unemployment. Do not leave any unexplained gaps. (Please continue on a separate sheet if necessary)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name and Address of Employer** | **Job Title** | **Dates of Employment** | **Brief Description of Duties** | **Reason for Leaving** |
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1. **Information in Support of Your Application**

The Job Specification lists ‘essential’ and desirable’ qualities and the “core responsibilities’ for this role, please demonstrate clearly, using examples as appropriate, how you meet the criteria listed.

Please provide additional information outlining why you are interested in this post.

Please also tell us about your personal faith and experience, present church attended and involvement in church activities. It may be a brief description of the beginning and growth of your faith in Jesus Christ.

1. **References:**

Please provide the names of three referees, one of which must be your current or most recent employer and one the leader of the church you currently attend. The other should **not** be a relative or contemporary.If you do not wish us to contact your referees unless you are offered the position, please indicate this below.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Name (Referee 1) |  | Name (Referee 2) |  | Name (Referee 3) |  |
| Relationship to Referee |  | Relationship to Referee |  | Relationship to Referee |  |
| Job Title |  | Job Title |  | Job Title |  |
| Organisation |  | Organisation |  | Organisation |  |
| Address |  | Address |  | Address |  |
| Postcode |  | Postcode |  | Postcode |  |
| Telephone No. |  | Telephone No. |  | Telephone No. |  |
| Email Address |  | Email Address |  | Email Address |  |
| How long known? |  | How long known? |  | How long known? |  |
| May be contacted? | Y/N | May be contacted? | Y/N | May be contacted? | Y/N |

1. **Additional Information**

**Working for a church**

Please tell us about any volunteer work you are doing/have done in church. Include an outline of activities which carry/carried a position of responsibility.

When could you commence work with us?

What is the notice period required by your current employer?

Have you ever been convicted of a criminal offence? ❑Yes ❑No

(declaration subject to the Rehabilitation of Offenders Act 1974)

If you are short listed for interview do you require any special arrangements to be made so that you may attend an interview, if so please detail this on a separate sheet of paper.

Please return your completed form to Barbara Edwards, the church administrator, via: office@st-barnabas.net

**Additional Notes**