



The Church of Scotland

Appointment of

# **MISSION PIONEERING AND PLANTING CO-ORDINATOR**

Presbytery of Glasgow

Closing date – 12 noon Monday, 29 September 2025

Job Reference Number: M21/25

Responsible to: The Convener of the Mission Pioneering and Planting Committee



## About the Church of Scotland

The Church of Scotland is a national Church providing ministry, care, witness and service across the whole of Scotland and engaging in other parts of the UK and across the world. It has been a significant part of the life of Scotland for more than 450 years. As well as providing worshipping communities of faith that testify to the truth and relevance of the Christian faith, it also plays a significant part in the community life of Scotland in a variety of ways and adds significantly to its social capital.

The Church of Scotland today works in partnership with others, including churches from around the world, ecumenical partners, interfaith networks, charities and individuals. It engages with Government and civic society, believing that the Good News of Jesus is relevant within the spheres of politics and decision-making, as well as in our local communities and congregations.

## Ministries Development Staff

Working in the parishes across Scotland, our Ministries Development Staff (MDS) provide additional support locally to complement the work of Parish Ministers. Employed by the Ministries Council of the Church of Scotland, the work that is carried out by our MDS colleagues is invaluable in making a difference to the lives of people in our churches and communities. The Ministries Council employs over 100 staff who are working in roles such as Deacons; Parish Assistants; Children, Youth and Family Workers; Outreach Workers; Pastoral Assistants and Community Development Workers. With support provided centrally from the Faith Action Programme and the Human Resources team in the national offices, our MDS colleagues will have access to a full suite of wellbeing and learning opportunities. This sits alongside local collaborative working between line manager, kirk session and presbytery.



## About the Presbytery

The Presbytery of Glasgow encompasses over 120 congregations of the Church of Scotland within the Greater Glasgow area and we are committed to supporting each other as congregations to be People of the Way.

## Context for the role

This postholder will enable Presbytery of Glasgow to explore and develop new mission opportunities, as well as support congregations in the steps they are taking in pioneering and planting initiatives.



# Role description

## Title of Post:

Mission Pioneering and Planting Co-Ordinator, Presbytery of Glasgow

## Responsible to:

This is a Ministries Council appointment (employing body of Faith Action) but you will be responsible to the Convener of the Mission Pioneering and Planting Committee in the first instance.

## Purpose of Post:

To facilitate, nurture and support the pioneering and planting of new congregations, fresh expressions and local mission initiatives throughout Glasgow Presbytery.

## Main Duties

### Facilitation:

- Raise awareness of pioneering and planting opportunities
- Identify new pilot initiatives and opportunities for fresh expressions arising from the Presbytery Mission Plan
- Co-ordinate the strategic development of such initiatives in collaboration with the Parish Minister and/or other relevant parties
- Signpost to external funding resources offered to new pilot initiatives including Seeds for Growth.

### Nurture:

- Provide training and networking opportunities for those engaged in pioneering and planting
- Provide training to congregations in mission planning and remissioning
- To provide opportunities for regular reflection by practitioners on current and future practice to ensure healthy outcomes.

### Support:

- Provide mentoring and pastoral oversight for those engaged in the work of pioneering and planting
- Liaise with relevant parties to ensure appropriate governance
- Provide on-going support to congregations involved in new mission initiatives.

### Additional Duties

- To report regularly to the Presbytery via the Pioneering and Planting sub-committee
- To contribute fully to the Faith Nurture Forum appraisal process.

## Person Specification

It is an essential requirement of this role that the post-holder is a committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.

The successful candidate will have:

- Through knowledge and understanding of contemporary missional approaches e.g. Fresh Expressions, New Worshipping Communities and Pioneering Initiatives
- Experience of working with and motivating volunteers
- Ability to work sensitively with a wide variety of people in different settings
- Experience of setting up and developing programmes and activities
- Ability to prepare, deliver or facilitate relevant training in contemporary missional approaches
- Ability to plan effectively, implement plans, and to prioritise work and workload
- Administrative skills in planning and organising activities
- Positive and enthusiastic outlook, with ability to motivate others
- Ability to communicate effectively with others using highly developed interpersonal skills
- Openness to and able to evidence different ways of working and trying new initiatives
- Ability to work unsupervised with readiness to use own initiative
- Proven ability to work collaboratively with colleagues and contribute to effective team working.

It is also desirable, however not essential, that the successful candidate will have:

- Experience of monitoring, record keeping and report writing
- Ability to use basic knowledge of IT and Social Media for the promotion of the work
- An understanding of the breadth of social demography in Glasgow Presbytery.

Applications will be assessed in respect of the above criteria.



## Employment Benefits

As a member of staff within the MDS, you will be able to access a number of benefits. All eligible MDS employees will be automatically enrolled into a defined contribution pension arrangement where you will be auto-enrolled at the default rate of 2.5% employee contribution and 14% employer contribution. You will have the option to reduce your contribution or opt out of the scheme.

### Current Pension Contributions

| Employee Contribution   | Employer Contribution |
|-------------------------|-----------------------|
| 0%                      | 11.5%                 |
| 0.5% and less than 2.5% | 11.5%                 |
| 2.5% and above          | 14.0%                 |

You will also have access to our Employee Assistance Programme, Occupational Sick Pay, enhanced family friendly policies, Flexible Working Policy, Hybrid Working Policy, Cycle to Work Scheme, Chaplaincy Service and Death in Service Benefit.

## Terms and Conditions

- Salary is based on the MDS Team Leader scale of £35,960 - £39,170 per annum. This is the full-time salary scale and actual salary will be pro rata to the agreed part time hours.
- This is a permanent part-time role with the normal hours of work being 30 hours per week (0.8 FTE). The nature of the work calls for a degree of flexibility, thus hours of work, which are as agreed with the line manager, may vary from day to day.
- The post is based in the Presbytery Offices, Bath Street, Glasgow with travel throughout the Presbytery as required with travel expenses being claimable.
- There are five weeks paid leave (150 hours) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays. Entitlement increases after five years' service to six weeks (180 hours) annual paid leave.
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.
- An employment medical check will be undertaken as part of our recruitment process.

**Informal enquiries can be made to: McKeown, Mark [mmckeown@churchofscotland.org.uk](mailto:mmckeown@churchofscotland.org.uk)**

## How to Apply

Applications should be sent by email to **recruitment@churchofscotland.org.uk** and must be received by 12 noon on the closing date.

Applications should comprise:

- A personal statement, outlining how your skills, experiences and personal qualities match the requirements of the role outlined in the job description. Please provide reference contact details for your last two periods of employment (this would normally be your direct line manager/supervisor). If you have had more than two employers in the last three years, please provide referee contact details for that period. References will not be contacted until later in the process.
- A full CV, including educational and professional qualifications alongside a full employment history showing positions held, responsibilities and relevant achievements.
- A personal information form, to be downloaded and attached.

Applications without a CV, personal statement and personal information form will not be taken forward in the process.

Each document should be a maximum of two sides of A4. For more information on any of our roles, please contact **recruitment@churchofscotland.org.uk**