

JOB DESCRIPTION

Job Title: Assistant Pastor (Incorporating Youth Ministry)

Job Type: Full Time (40 hours per week)

1. Role Overview

The Assistant Pastor is a core staff member, who assists the Senior Pastor in leading and serving amongst all areas of church life. You are responsible for leading our youth and young adults and it is anticipated that, once appointed, you will take on additional responsibilities depending on gifting and the needs of the church.

2. Relationships

- On a day to day basis you will report to the Senior Pastor
- You will be a member of the church Leadership Team
- You will develop and maintain great relationships inside and outside of the church - including but not limited to: TWCF staff and leadership teams, volunteer teams, youth and parents, schools, other churches and inter-church groups

3. Responsibilities

- **Whole Church**
 - To help the Senior Pastor and Leadership Team lead through serving all sections of the church family, fostering discipleship, leading in pastoral care, equipping people for ministry, and reaching out to our community.
- **Youth & Young Adults**
 - To develop and lead the church's mission and discipleship of young people
 - To lead the spiritual growth, mentoring and development of young people and young leaders
 - To develop the church's ministry amongst young adults
 - Build, sustain and support a healthy volunteer team to work with the youth
 - To represent TWCF with other youth agencies and churches within the town

4. Outcomes

- **General**
 - People across the church family growing in faith, being equipped for life and ministry and empowered to live for Jesus more effectively
- **Youth & Young Adults**
 - Young people and young adults growing in a vibrant and living faith in Jesus, added to the church and being mentored, developed and supported to serve and lead, fulfilling God's call on their lives
 - The youth team supported, trained and developed, with new members identified and raised up

5. Terms of appointment

- Salary: £26,000-£32,000 (dependant on experience and training). (Some support may be available towards accommodation costs)
- You will be automatically enrolled into our pension scheme unless you opt out
- 5 weeks paid holiday plus bank holidays
- Evening and weekend work, Christmas & Easter services, and events as required
- There is a 6 month probationary period

PERSON SPECIFICATION

| PERSONAL CHARACTER | |
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| <ul style="list-style-type: none"> • A person of deep and deepening faith and faithfulness to Jesus - growing in daily dependance on him through personal devotion and application • Actively open to the Spirit - listening to God, following his leading, and empowered by him, with personal practice of spiritual gifts • A person of Godly character - displaying the fruit of the Spirit (Gal 5:22), and corresponding to 1 Tim 3:1-7 • Warm, personable, approachable and caring • Hard working, showing initiative and creativity, and willing to serve • A team player, able to work well with others, showing humility, compassion, gentleness, wisdom, grace and love. Open to correction and encouragement. • Committed to continued personal growth and development • A thorough biblical knowledge and theological awareness | |
| PROFESSIONAL | |
| Essential | Desirable |
| <ul style="list-style-type: none"> • A gift ministry (Eph 4:11f) to the church • Recent, relevant experience of leading within a church, showing healthy growth in this context • Able to lead leaders, people and ministries • Able to equip and empower others to lead • Gifted to preach, teach and speak publicly • Flexible, willing and adaptable to the needs and opportunities of the role including serving 'up front' and 'behind the scenes' • Fully aligned with our core beliefs, values and vision • The organisational & administrative skills sufficient to lead ministry areas • Good biblical knowledge with formal biblical /theological training • Willing to train for AoG Ministerial status (if not already holding this) | <ul style="list-style-type: none"> • Previous church leadership experience, either as Pastor, Assistant Pastor, Youth Pastor, Children's Pastor or similar • A degree in theology or equivalent • Other skills and talents, including leading worship, music and music production, web design, graphic design, video production etc |
| OTHER | |
| <ul style="list-style-type: none"> • There is a Genuine Occupational Requirement that the post-holder has a clear and demonstrable Christian commitment. • An enhanced DBS check will be required. • Must be able to work in Tunbridge Wells, living either within the town, or nearby | <ul style="list-style-type: none"> • Driving Licence |