



The Church of Scotland

The Presbytery of the North East and the Northern Isles

Mission Development Officer

Area:	THE PRESBYTERY OF THE NORTH EAST AND THE NORTHERN ISLES
Hours of work:	This is a full-time post and normal hours of work will be 37.5 hours per week, 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, including evening and weekend work.
Responsible to:	The Presbytery Clerk
Main purpose of role:	Working collaboratively across the Presbytery to stimulate and develop the understanding and practice of mission and discipleship.

JOB DESCRIPTION

- Working collaboratively across the Presbytery to stimulate and develop the understanding and practice of mission and discipleship, including the provision of support to congregations and Presbytery, as appropriate, in formulating effective mission and discipleship strategies through networking, events facilitation, resource provision and other appropriate methods.
- To organise and deliver training as appropriate to encourage theological thinking and reflection on mission and discipleship and support and develop the mission and discipleship work of congregations and to signpost relevant resources to congregations.
- To support the implementation of the Presbytery Mission Plan process, working with Ministers, Kirk Sessions and Office Bearers in their conversations and negotiations.
- To encourage and facilitate congregations in exploring new ways of being church
- To challenge existing understandings of church and current practice in the Presbytery and to stimulate conversation about the future
- To share models of good practice

Additional Duties

- To communicate information and vision for the work to Presbytery, for dissemination to Kirk Sessions.
- To play an active and full part in related committees of Presbytery.
- To contribute fully to the Faith Action Programme Leadership Team appraisal process.

CONTEXT FOR THE ROLE

The Presbytery came into being on 1st January 2023, comprised of six former areas including Orkney and Shetland. It has several mission contexts ranging from town to rural: fishing to farming. Sociologically diverse there are areas both in the top and bottom deciles of the SIMD.

In addition, the Presbytery is engaged in mission planning and preparing to go from the planning phase to implementation. As such this is a time of significant chance and uncertainty in our church lives. The challenge for the Church, for the Presbytery and for the congregations is to identify and meet the missional needs of our population with limited resources.

This role offers the opportunity to use your professional skills to encourage and facilitate God's mission in an attractive area of Scotland. A strong theological background will be important; in particular, we intend to work within the Five Marks of Mission and a clear vision of these and of modern missional approaches will be required. Flexibility, creativity, and a willingness to share and experiment will all be vital. It is expected that the postholder will travel extensively throughout the Presbytery.

KEY RELATIONSHIPS AND INTERFACES

- Training and Development for Mission and Ministry Committee,
- Planning and Deployment Committee,
- Presbytery Clerk,
- Committee Convenors,
- Local Churches.

The postholder will be supported by the Presbytery Clerk and Convenors of the Training and Development for Mission and Ministry and Planning and Deployment Committees.

Person Specification: Mission Development Officer – Desirable

Skills, abilities and knowledge

- Knowledge and understanding of mission and ministry with the ability to translate this into good practice.
- Experience of new ways of being church/new forms of ministry.
- Ability to work unsupervised with readiness to use own initiative.
- Ability to work with Christians and churches from across the theological spectrum.
- Christian commitment and the ability to work out the implications of their faith in the community.
- Ability to engage with people who have no church connection and people from diverse backgrounds.
- Ability to work on a number of different 'projects' at one time and work to competing deadlines and pressures.
- Ability to motivate and encourage individuals and groups.
- Holder of valid driving licence or access to unrestricted alternative private transport if required.

Personal Qualities

- Committed Christian with a live Church connection which is a Genuine Occupational Requirement in terms of the Equality Act 2010.
- Ability to communicate effectively with others using highly developed interpersonal skills.
- Openness to and able to demonstrate different ways of working and trying new initiatives.
- Proven ability to work collaboratively with colleagues and contribute to effective team working.

Education and Experience

- Theologically educated to degree level or similar or can demonstrate significant relevant and recent experience in this area.

- On-going commitment to continuing professional development including willingness to work towards qualifications and accredited training.

TERMS AND CONDITIONS

- The salary scale for this post is £32,000 to £36,000 per annum and is pensionable.
- The hours for the post are 37.5 hours per week worked over seven days and involving evening and weekend work. The post holder will, however, be expected to work such hours as are required for the efficient and conscientious discharge of his/her duties and responsibilities.
- As a designated business user appropriate mileage reimbursement will be paid towards the provision of a car for business travel.
- The postholder will work from home but there will be extensive travel throughout the Presbytery area and a need to attend Presbytery meetings in various locations. The Presbytery has office space in Aberdeen which can be accessed by the postholder and other staff.
- This post offers hybrid working.
- There are 26 days annual paid leave in each full holiday year which runs from 1 April to 31 March. Entitlement is based on full weeks worked. This provision increases to 31 days should the post exceed 5 years' service. There are also 9 statutory holidays – 3 of which are floating days.
- In order to comply with the Asylum and Immigration Act 1996, the successful candidate will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.

How to apply:

Applications should be sent by email to and must be received by noon on Monday 06 November 2023.

Applications should comprise:

- a personal statement outlining how your skills, experience and personal qualities match the requirements of the role as set out in this job description. Two referees should be named; references will be sought if you are successful at interview. This should be no more than two sides of A4.
- a full CV (in addition to the personal statement). This should include details of educational and professional qualifications alongside a full employment history, showing positions held, responsibilities and relevant achievements. This should be no more than two sides of A4.

Applications without both a personal statement and a full CV will not be taken forward.

For informal enquiries about the role, please contact xxx

The closing date is Monday 06 November 2023 at 12 noon.

APPENDIX

Presbytery of NENI Values

The Presbytery of the North East and Northern Isles, as part of the body of Christ, aspires to these values:

Communication

We will be open and informative; striving to include people and communicating in a graceful way using all appropriate means.

Teamwork

We will draw on our talents and resources, building relationships, sharing together and working collaboratively.

Respect

We are a diverse Presbytery serving urban, rural, coastal, and island communities. We will show respect by listening to and learning from each other.

Integrity

We will be honest and transparent in word and action; building trust throughout Presbytery.

Nurturing

We strive to be affirming, generous, welcoming and supportive of each other, recognising the need for mutual encouragement, challenge and development.

Outward looking

We are missional and have broad horizons, serving the purposes of Christ through engagement with our communities and wider world. We will do this in partnership with others wherever possible.

Effectiveness

We aim to be professional and timely in decision-making and action, continually developing and adapting the resources, systems and skills that lead to good governance.