



The Mitre Benefice (STN) Worship and Production Pastor

Job Description

Responsible to: Rev Tom Eagles, Vicar of the Mitre Benefice

Workplace: Based out of The Mitre Public House, 131 Earlham Road, Norwich, NR2 3RF.

Role: Overall lead for worship and production across three church sites that make up the Benefice: St Thomas (NR2 3RG), St Alban (NR1 2QF) and St Barnabas (NR2 4QT).

Contract: Full-time permanent, 37.5 hours per week.

Salary: £25,000-28,000 (salary dependent upon experience)

Introduction

The Mitre Benefice comprises three Charismatic Evangelical churches, situated within and around the 'Golden Triangle' of Norwich. The heartbeat of The Mitre is to see people empowered by God and transformed by Christ, as we play our part in the evangelisation of the nation, the revitalisation of the Church, and the transformation of society. The Mitre has a staff team of 16, and pre-pandemic we were a worshipping community of over 450 people, including children, young people, and students. Throughout lockdown, we embraced becoming an online church, and subscribers to our YouTube channel increased significantly, particularly among the young.

Acts of worship across the Benefice range from traditional communions to charismatic and contemporary services, including sung worship and prayer ministry. As a Benefice we seek to reach out to our local communities through the Sports Factory and our work in nearby schools, the Love Your Neighbour Campaign, ministering in and through local prisons, and running Alpha.

We are a busy, fast-paced church seeking to rebuild (post-Covid), and to lay the foundations as we prepare for the next stage of our exciting journey. This post offers an exciting opportunity to an individual who is comfortable worshipping within a range of traditions, and who wants to exercise their technical, musical and leadership gifts with responsibility, freedom, and in the context of growth.

Further details can be found by visiting our website: www.stn.org.uk

The Role

We are seeking to appoint a full-time (37.5 hours) worship pastor who has strong leadership, managerial, training, and pastoral giftings, to assist the Vicar in leading and delivering worship and production for both online and in-person services across the Mitre Benefice.

Leadership & Management

- Gathering, recruiting, and leading a large and capable team of volunteer worship leaders, musicians, and vocalists.
- Leading a large and capable production team.
- Providing and facilitating sung worship for all Sunday and midweek services, covering the breadth of traditions across the Benefice.
- Providing and facilitating sung worship for midweek groups and services, including Alpha, weddings, and funerals.
- Working with the existing staff team to plan and provide production and worship for Easter, Christmas, and other high seasons (time of in lieu will be offered).
- Holding the worship and production budget.
- Overseeing all production and worship team administration, including - but not limited to – Sunday rotas.
- Attending weekly staff and Steering Group meetings.
- Responsible for all CCLI arrangements.
- Completing other worship and production-related tasks as directed by the Vicar.

Training & Development

- Training and mentoring members of the worship and production team.
- Raising up and releasing new members of the worship and production teams.
- Nurturing and developing musicianship, technical skills and gifts across the worship and production teams.
- Keeping up to date with contemporary production and worship environments, being ready to introduce new songs, improvements, processes, and fresh expressions of worship.

Pastoral

- Nurturing the spiritual health of the worship and production team members.
- Leading services and meetings (and possibly occasional preaching).

Hours

- This is a full-time, permanent position, involving 37.5 hours per week.
- Based out of The Mitre Public House, but leading and facilitating worship across the three churches that make up the Mitre Benefice.
- Hours spread over the full working week, including Sunday.
- There is a holiday entitlement of 25 days per year.
- Time off in lieu for agreed overtime.

Person Specification:

	Essential	Desirable
Requirements		
The Mitre is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All post holders are expected to share this commitment. Any offer of employment will be subject to the individual demonstrating the right to work in the UK, and completing satisfactory pre-employment checks, including a satisfactory Enhanced DBS with Barred List Check or, for non-UK residents, a satisfactory criminal record check or Certificate of Good Conduct.	X	
There is an Occupational Requirement under the Equality Act 2010 for the applicant to be a committed Christian.	X	
To be (or become) a committed member of the Mitre benefice worshipping communities, supportive of our vision and values, regular in Sunday worship, and actively participating in the wider life of the church.	X	
To take an active part in weekly staff prayers, staff team meetings, Steering Group meetings, away days and attendance at HTB Focus.	X	
Experience		
Previous experience of leading a worship and/or production team.	X	
Experience in leading contemporary charismatic (Holy Spirit inspired) corporate worship, including leading people into an experience of the Holy Spirit.	X	
Some experience of pastoral ministry and leadership.	X	
Previous production and technical experience.	X	
Experience managing and working with teams of volunteers.	X	
Working within a large organisation (secular or church).		X
Experience of managing a budget.		X
Experience of a church management software e.g. Planning Centre and ChurchSuite.		X
Experience of church copyright licensing		X
Skills		
Inspirational, collaborative and pro-active leadership skills.	X	
Ability to plan and implement worship vision and strategy.	X	

Ability to identify, recruit, gather, train and lead worship and production team members.	X	
Ability to oversee technical and production teams.	X	
Able to demonstrate a high level of musical competence.	X	
Good organisational, time-management and scheduling skills.	X	
Self-starter with an ability to take the initiative with minimal supervision.	X	
Good personal administration, motivation, time-management.	X	
Fluent, clear, and concise spoken and written English.	X	
An ability to multi-task and to see jobs through to completion.	X	
Exceptional people, interpersonal and relational skills.	X	
A team player.	X	
Creative skills and gifting.	X	
Other		
Committed to personal worship, discipleship, and growth in the Christian faith.	X	
A willingness to fully engage in the vision and prayer life of the church.	X	
An ability to work well under authority.	X	
An absolute commitment to confidentiality and discretion.	X	

Notes

This job description does not form part of the employee's contract of employment. With consultation, the precise duties and responsibilities of the role may be expected to change over time.

This role will require an enhanced DBS check.

Current Structure of the organisation

The current structure of the Mitre Benefice staff team, within which this post will sit, is as follows:

- Vicar
- Associate Vicar (full time)
- Associate Vicar (part-time)
- Associate Vicar (part-time, self-supporting)
- Curate
- Lay Minister
- Worship & Production Pastor (this role)
- Children's Leader
- Sports Factory Leader
- Head of Creative & IT
- Head of Love Your Neighbour
- Filmmaker
- Parish Administrator and Operations Assistant
- Sanctuary 'Coffee Stop' Manager
- Planting Interns x2

Terms & Conditions

Post is subject to an initial probation period of 6 months.

25 days annual leave.

Initial salary dependent on experience.

Applications

Closing date for applications: 1200 on Friday 1st April 2022.

In-person interviews: Monday 25th April 2022 (The Mitre, 131 Earlham Road, Norwich, NR2 3RF)

For an informal conversation about the role, please contact Rev Tom Eagles (tom.eagles@stn.org.uk)

Or, to apply for this position, please send a covering letter of no more than 350 words and your latest CV to tom.eagles@stn.org.uk.