

Appointment of  
**ASSOCIATE MINISTER**

Aberdeen South Parish, Presbytery of the North East and Northern Isles  
Closing date - 12 noon Thursday, 30th January 2025

Job Reference Number: M26/24

Responsible to: Parish Minister for Aberdeen South Parish



## 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 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 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 Aberdeen South Parish

Aberdeen South Parish was formed by bringing together the parishes of Torry St Fitticks and South St Nicholas, Kincorth, along with the adjoining suburbs of Cove and Charleston. The new parish has a population of circa 30,000 people.

Church membership of the new parish is around 500 people with Sunday worship taking place in two centres (Torry St Fitticks Church, the main centre of worship, and Kincorth Community Centre). Worship is reasonably traditional but includes both live music, taped music and videos. The congregations are used to hymns and modern worship songs and are open to change. There is a good suite of existing organisations and groups with an active prayer group and Bible Study.

Mission: as a church community we want to continue to follow God's leading to make disciples. Firstly, we believe that it is essential that we do not lose any of our fellowship because of the Union which took place in September 2024. To this end, we have established a worship centre in the Kincorth Community Centre. Secondly, we want to engage, or re-engage, with individuals and groups who, due to circumstances (particularly Covid) may have lost ties with the church. Thirdly, the first two marks of the mission of the Church are the mission of Christ "to proclaim the Good News of the Kingdom" and "to teach, baptise and nurture new believers". It is therefore our intension to reach out into this large parish to develop connections. This is to give the people in this Parish the opportunity to find and maintain faith in Jesus Christ. The population of the Parish lends itself to immense outreach opportunities.



## Context of the role

Aberdeen South Parish was formed by bringing together the parishes of Torry St Fitticks and South St Nicholas, Kincorth, along with the adjoining suburbs of Cove and Charleston. The new parish has a population of circa 30,000 people. We are seeking an MDS Associate Minister to join our ministry team, providing worship and pastoral care alongside the Parish Minister, with a focus on pioneering new forms of worship or fresh expressions of church in Cove, Charleston, Torry and Kincorth. We are looking for someone who has a passion for mission, church planting and church growth and will bring enthusiasm and energy to the role.



## Role description

### **Title of Post:**

Associate Minister

### **Responsible to:**

Parish Minister for Aberdeen South Parish

### **Purpose of Post:**

To support the Parish Minister and ministry team, providing ministry, worship and pastoral care in the parish; with a particular focus on pioneering new forms of worship or fresh expressions of church across the communities of the parish.

### **Main Duties**

- Provide a share of the functions of ordained parish ministry including leading worship, preaching, visiting homes and the sick as well as helping with funerals and bereavement support.
- Take a lead on pioneering new forms of worship or fresh expressions of church across the parish including in Cove, Charleston, Torry and Kincorth.
- Spend time listening to the community and understanding it's distinct context.
- Develop fresh expressions of worship, ministry and mission in keeping with the needs of the unchurched community.
- Work alongside and assist the worshipping community already established.
- Nurture and equip others, in due course, to explore and develop their own pioneering ministries.
- Train, support and equip leaders, providing opportunities for people to discover and develop their gifts and talents leading to new outreach ministries.
- Take a meaningful part in the Kirk Session and congregation and in the life and activities of the church
- To communicate to the Kirk Session and congregation, information and vision for the work at least half yearly.
- To play an active and full part in the annual Team Report submission to presbytery.
- To contribute fully to the Faith Nurture Forum appraisal process.
- Keep up to date with the Church of Scotland Safeguarding training.
- Undertake such other duties as may be required from time to time by the Parish Minister.

## Person Specification

It is essential that the post holder is either an Ordained Church of Scotland Minister (in category "O" or "E", a Probationer of the Church of Scotland who is now eligible for ordination or an Ordained Minister of a partner Church in good standing with their Church and who has undergone the Church of Scotland admissions process and holds a Certificate of Eligibility.

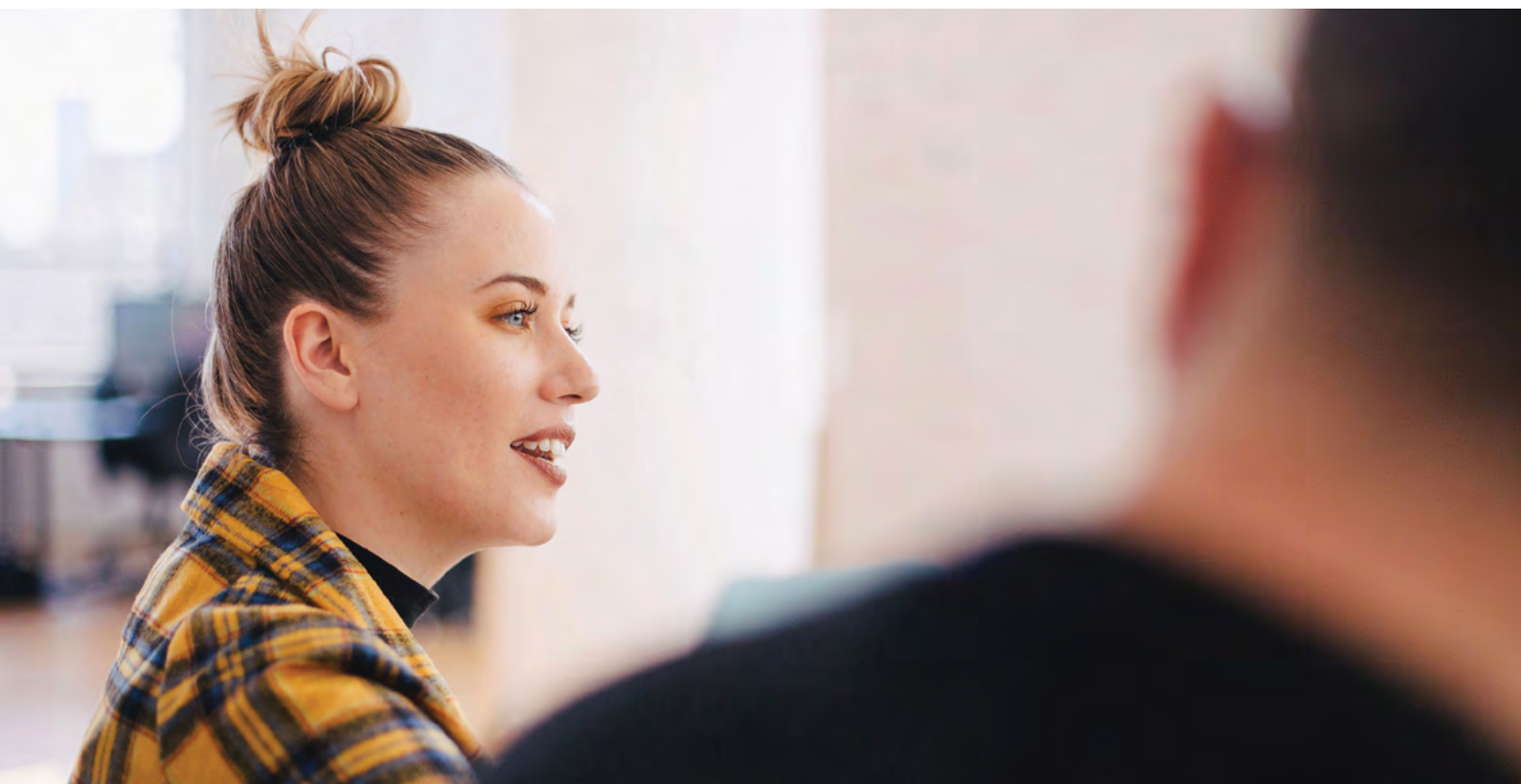
We are looking for a pioneer with a passion for mission and outreach who will bring enthusiasm and energy to the role. The successful candidate will be prayerful and have discernment, and vision for God's work.

You will have the ability to preach, teach and minister to a membership with a broad range of understanding of their Christian faith and be able to engage with people who have little or no Church connection.

The successful candidate will have:

- The ability to work with and respect the inherited traditions of the Parish whilst working in non-traditional ways that are appropriate to pioneering new Christian communities
- Self-motivated and outward looking and prepared to work in an evolving situation as the new united parish moves forward into mission.
- Flexibility to quickly adapt to changing requirements of the new parish
- Committed to partnership working, maintenance and development of links with other churches and organisations locally.
- Excellent communication skills both written and oral
- Experience in working with and motivating volunteers
- Good administrative and IT Skills
- An awareness of the requirements of safeguarding in the church
- Ability to work flexibly at evenings and weekends as required
- Proven ability to work collaboratively with colleagues and contribute to effective team working
- Ability to work unsupervised with readiness to use own initiative
- Ability to work sensitively with a wide variety of people in different setting
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training.

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 & Conditions

- Salary is based on the Associate Minister scale of £31,642 - £38,884 per annum. The successful candidate will start at point 1 of a 5-point scale and move up the scale in annual increments.
- This is a permanent full-time post and normal working 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.
- The post is based at Aberdeen South Church, Walker Road, Torry, Aberdeen.
- There are six weeks paid leave (225 hours) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also six statutory holidays.
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually. Car mileage allowance will be paid by the employer in the first instance and reclaimed by the congregation on a quarterly basis.
- 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 for 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.

**For a confidential discussion regarding the role, please contact Rev Dr Edmond Gatima, Telephone: 07842 173523, Email: [egatima@churchofscotland.org.uk](mailto:egatima@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**