

Appointment of

# **COMMUNITY MISSIONAL DEVELOPMENT WORKER**

Culloden & Ardersier Parish, Presbytery of Clèir Eilean Ì

Presbytery of the Highlands and Hebrides

Closing date – 12 noon Monday , 30 March 2026

Job Reference Number: M04/26

Responsible to: Parish Minister



## 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 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 Parish

Culloden & Ardersier Church vision is:

By worshipping God as Father, Son and Holy Spirit, we want to know Jesus so that we can make Him known.

We believe that Jesus has given gifts to the church which help us to reach maturity as a church and as individual followers of Jesus:

- Apostle
- Prophet
- Evangelist
- Shepherd
- Teacher

We call these APEST gifts and we see them as a Biblical way of delivering our vision.

## Context of the role

This is an exciting opportunity to work in a recently united parish to grow and develop existing and new initiatives, replacing an historic post which has been vacant since the beginning of the Presbytery Planning process. Key areas of focus are children, families and youth work and community engagement: prospective applicants should be encouraged that there is some flexibility around the role to allow for the gifts and skill set of the successful applicant to be utilised. This is also an opportunity to work with our new minister and Kirk Session and help to grow and develop our new united parish, vision.



## Role description

### **Title of Post:**

Community Missional Development Worker

### **Responsible to:**

Parish Minister

### **Purpose of Post:**

To support and develop the missional activity of Culloden & Ardersier Parish Church

### **Main Duties**

- Work within the community to initiate outreach to schools, and to facilitate participation of younger people in worship and spiritual life through engagement both within and outwith the church.
- Coordinate and lead an initial one-off community needs assessment across the parish, repeating and reviewing as agreed locally.
- Work with others to develop current community projects such as the Community Garden and engagement with the Ardersier Youth Forum.
- Innovate, lead and evaluate new activities with the aim of mission and outreach, including where appropriate applying for external funding, and recruit and develop volunteer teams and leaders to continue these activities once established.
- Support the development and training of those involved in outreach, helping to recruit, train and equip people. This will include encouraging those in the congregation to be missional in their everyday lives and providing opportunities for potential volunteers to discover and develop their gifts and talents.
- Occasional involvement in leading worship in a variety of settings including formal, informal and interactive.
- Develop strategies for communication across the community and networks, to promote initiatives and raise the profile of the Church in the community.
- Alongside the Minister and Kirk Session, develop strategies to enable the implementation of the whole Church vision.
- Undertake such other duties as may be required from time to time by the Parish Minister and Kirk Session.
- 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.
- Participate in continuing professional development and Faith Action appraisal process.

### **Outcomes**

- Contribute to the realisation of our whole church vision

## 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:

- Jesus-centred Christian faith.
- A passion for, and relevant experience of, outreach to the local community and/or a passion for, and relevant experience of, working to grow children and youth ministry.
- The ability to build new and existing community links.
- Experience of supporting, developing and reviewing current and new initiatives.
- Ability to devise, initiate and recruit for new projects, handing them over to others to continue.
- Understanding of the principles of community development.
- Able to work remotely and travel across the parish as required.
- Ability to be flexible and adaptable.
- Willingness to be involved in leading worship and other activities/events across Culloden & Ardersier Parish Church.
- Excellent communication skills, including with the wide range of ages and socio-demographic backgrounds.
- Proven ability to work collaboratively with colleagues and contribute to effective team working.
- Openness to different ways of working and trying new initiatives.
- Excellent organisational and time management skills to prioritise work to timescales and demands.
- Jesus-centred Christian faith.
- Qualified to degree level or accredited training in children & youth work/community development work, or significant, relevant and recent work experience in this area.
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training.

It is also desirable, however not essential that you have:

- Experience of recruiting, training and supporting volunteers.
- Experience of using social media in a work context, and contributing to websites.
- An ecumenical, open approach to working in partnership alongside people in church and community settings, and a commitment to collaboration (including with churches, schools, third sector, other local organisations).
- Experience of completing a community needs assessment.
- Understanding of key principles of mission and discipleship.
- Knowledge and understanding of the structures of the Church of Scotland, including an awareness of Local Mission Church.
- Experience of completing funding applications.

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 scale of £30,274 - £34,224 per annum.
- This is a full-time post with 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.
- This is a permanent post.
- The post is based at Barn Church, Culloden but requires working as necessary across the parish of Culloden and Ardersier.
- There are five weeks paid leave (187.5 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 (225 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. 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 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.

**For a confidential discussion regarding the role, please contact Rev Pamela Kennedy  
pkennedy@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**