

Appointment of

ASSOCIATE MINISTER/DEACON

Knightswood Anniesland Trinity Church, Presbytery of Glasgow

Closing date – 12 noon Monday 18 May 2026

Job Reference Number: M19/26

Responsible to: Interim Minister, Knightswood Anniesland Trinity Church



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

The congregation is now halfway through a period of interim ministry and making good progress towards greater unity, improved governance, progressing with building adjustments, redevelopment and developing a forward focus.

The hope is the congregation will move into a season of more settled, refreshed and missional ministry in their very large parish, ensuring a flourishing viable congregation moving forward.

Context of the role

An Associate Minister or Deacon is now needed to support the work of the interim minister by taking an agreed share of worship, pastoral and funeral care, and responsibility for guiding the work of a number of the newly formed kirk session teams, in particular a pastoral care team, mission and outreach team.

The postholder will help to further the aims of the interim ministry in developing relationships and fellowship in the congregation by providing sensitive pastoral care and encouraging and modelling working together in different teams.

The postholder will also provide a greater level of continuity after the period of interim ministry ends and while the congregation is in vacancy and while building redevelopment is expected to take place.



Role description

Title of Post:

Associate Minister/Deacon

Responsible to:

Interim Minister

Purpose of Post:

To support the Minister, kirk session and congregation providing ministry, worship and pastoral care across the Parish.

Main Duties

The composition of the ministry team and the context of the congregational life will change over the next few years and so allocation of roles and responsibilities might need to vary accordingly, but within the overall remit of the post.

- Working collaboratively with the Minister and the Family and Youth worker as part of the parish ministry team to support work across the church and parishes of Anniesland and Knightswood.
- During the period of Interim Ministry, support the Interim Minister in achieving the objectives set for the Interim Ministry; in particular
 - improving relationships and communication in the congregation,
 - supporting some of the newly formed kirk session teams (in particular: pastoral care; mission and outreach; communication; discipleship)
 - support the life of the congregation during anticipated building works at the Anniesland building
 - begin exploring future areas of outreach opportunities into the community and parishes
- After the period of Interim Ministry, support the congregation in vacancy and settling in of a new minister.

Pastoral Care

- To undertake pastoral visits to parishioners and others in the parish, in hospital or in their homes or residential units.
- To share in the conducting of funerals and covering some of the associated duties including offering bereavement care.

Worship

- Take an agreed share of public worship on a regular basis.
- Conduct weddings as required and other community acts of worship.

Congregational Life

- To take a lead in school chaplaincy to the local primary and secondary schools.
- To play an active role in developing and maintaining links to community groups and working alongside the Family and Youth Worker.
- Work with people to enable them to free their gifts and share their personal faith in service to the church.

Communication

- Contribute to the production of a newsletter and other communications to the congregation and wider community.

Mission and outreach

- Explore, research and develop existing and new forms of mission and outreach work in the local community.

Additional Duties

- Any other reasonable duties as may be appropriate or as directed by the Interim Moderator/line manager.
- To report regularly to the kirk session and congregation.
- To contribute fully to the Ministries Council supervision & appraisal process.

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:

- The ability to preach, teach and minister to a membership with a broad range of understanding of their Christian faith.
- The ability to engage with people who have no church connection.
- Experience of planning and leading worship in a variety of settings and contexts.
- Strong pastoral skills with ability to visit people in hospital or home setting.
- Experience of taking funerals including bereavement care.
- The ability to engage with people who have no church connection.
- The ability to use a variety of communication methods to inform and engage others about the work of the congregation.
- Demonstrable ability to encourage good practice in recruiting, working with and motivating volunteers.
- The ability to understand and deal effectively and sensitively with differing group dynamics, helping them navigate issues.
- Proven ability to work collaboratively with colleagues and contribute to effective team working.
- A flexible and adaptable approach to their role.
- The ability to work unsupervised with readiness to use own initiative.
- An ecumenical and open approach to working in partnership alongside people in church and community settings.
- An on-going commitment to continuing professional development, and to engaging with any relevant training opportunities.

The successful candidate will be:

- Positive and enthusiastic with the ability to motivate others.
- An effective communicator with the ability to engage with others, using highly developed interpersonal skills.
- Open and experienced in trying different ways of working and new initiatives.
- A self-starter with proven ability to work unsupervised with readiness to use own initiative.

The successful candidate must be one of the following:

- An ordained Church of Scotland minister (in category "O" or "E").
- A probationer of the Church of Scotland, who is now eligible for ordination.
- 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.
- An ordained Deacon of the Church of Scotland or a probationer Deacon eligible for ordination in terms of the General Assembly's Act 8, 2010.

It is desirable, but not essential that the successful candidate has:

- Experience of working as part of a school chaplaincy team.
- Experience of researching, planning for and setting up new outreach initiatives appropriate to the community context, their own skills and interests, and resources of the congregation.
- Experience of improving or updating congregational communication channels and skills relating to IT and social media.

Applications will be assessed in respect of the above criteria.

Ministers and Deacons in Civil Partnerships and Same Sex Marriages

The General Assembly in 2015 affirmed the historic and current doctrine and practice of the Church of Scotland in relation to human sexuality, and the application of such doctrine and practice to the ministers and deacons of the Church, whilst recognising that these are points on which there is liberty of opinion in accordance with Article Declaratory V contained within the Church of Scotland Act 1921. Act I of the 2015 General Assembly therefore permitted kirk sessions to depart from such doctrine and practice in order to permit the ordination, induction or appointment of a minister or deacon in a civil partnership or a same sex marriage.

The kirk session of the congregation has considered this issue and has decided to depart from the historic and current doctrine and practice of the Church in this area. Accordingly, candidates who are in a civil partnership or a same sex marriage will be eligible for appointment to this post.



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

Reflecting the MDS salary scales the postholder will be either be placed on the:

- Associate Minister scale of £33,244 - £40,853 or Deacon Scale of £32,251 - £36,200.
- Normal hours of work will be 37.5 hours per week with the postholder expected to be present in church on Sundays even if not leading worship. The regular working pattern for rest of the week will be agreed with the line manager, with appropriate time off and a limited number of weekly evening commitments.
- This is a permanent post.
- The post is based at Knightswood Anniesland Trinity Church.
- For Deacons - There are five weeks paid leave 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 annual paid leave.
- For Associate Ministers - There are six weeks paid leave 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.
- For funerals, hospital and pastoral visits, a car may be useful, though there is public transport in the parish and as such travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- 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.
- An employment medical check will be undertaken as part of our recruitment process.

For a confidential discussion regarding the role, please contact Rev Hanneke Marshall, Interim Minister, Knightswood Anniesland Trinity through 07770 378536 or hanneke.marshall@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**.