The Church of Scotland

Appointment of

OUTREACH WORKER – DRUMCHAPEL ST ANDREWS AND YOKER

Presbytery of Glasgow

Closing date – 12 Noon on Monday, 14th December 2026

Job Reference Number: Ref: 31/26

Responsible to: Session Clerk or Minister of Ministry Team



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

Drumchapel St Andrews and Yoker is a parish in north-west Glasgow with contrasting areas of poverty, thriving community and green open space side by side. It is an open, welcoming, and affirming church with a diverse congregation. The present congregation was formed following a recent union between Drumchapel St Andrews and Yoker Parish Churches in accordance with the agreed Presbytery Plan for the area. This has been highly successful, with the new congregation now using as its principal place of worship what was the previous sanctuary of Drumchapel St Andrews and conducting outreach services in Yoker.



Role description

Title of Post:

Outreach worker - Drumchapel St Andrews and Yoker

Responsible to:

The Parish Minister or Session Clerk

Purpose of Post:

To work with the minister, Kirk Session, and congregation.

To develop and deliver a range of services and activities as an outward expression of the congregation's efforts to share the love of Christ in particular and tangible ways among the people and places within the parish area. This would be done by making offers that support individuals and families, encourage personal development, facilitate positive relationships, reduce isolation, promote inclusion, and increase participation in community and congregational life.

To build teams for outreach activities, recruiting and enabling the training and equipping of volunteers from the congregation and parish.

To provide regular verbal and written reports to the Kirk Session and to attend session meetings as required.

To assist the minister in a range of congregational and community-related duties.

Main Duties

As outlined above, the main purpose of this role will be to develop our outreach ministry, thereby building and developing relationships with members of our local community. We will seek to do this by creating opportunities for others to discover more about the life of the congregation and the Christian faith, through encouraging and nurturing a warm link with the wider congregation and its activities.

The post holder will work closely with the Core Team, comprised of the Parish Minister, the Session Clerks and Treasurer. They will on occasion be required to attend Kirk Session meetings to report verbally and at other times to do so in written reports.

A range of duties that we hope to achieve in the short, medium, and long term are as detailed below:

Short term:

- Project manage, in consultation with the Core Team, the congregation's current projects: The Warm Welcome Space café and the Good Vibes Community Choir.

Medium term:

- Extend the reach of both projects into the wider community, collaborating with other stakeholders , to develop the range of activities/sessions offered and increase numbers attending.
- With input from Core Team, help with future funding applications and liaise with existing funders as and when required.
- Build volunteer capacity and training opportunities to enable both projects to be run with minimal staff input, with co-production alongside a mix of volunteers from both church and community.

Longer term:

- Project manage future projects as directed by the Kirk Session.
- Take an active role in identifying new community outreach possibilities.
- Organise events, evaluating and developing them as appropriate.
- Engage with local people to identify community needs, build trusted relationships, and create opportunities for individuals to explore the Christian faith and participate in a worshipping community.
- 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.

- Assist with funding applications when required.
- Attend and report to Kirk Session on a regular basis.
- Attend worship sufficiently to engage the wider congregation in the outreach work.
- Ensure compliance with safeguarding, food and hygiene, health and safety risk assessments and other legislative frameworks.
- Any other reasonable duties as may be appropriate or as directed by the line manager.

Key relationships and interfaces

- Collaborate with other organisations within the Yoker and Drumchapel area on outreach activities/ programmes.
- Engage with the Kirk Session and congregation, sharing ideas and vision, and communicating stories of how God is at work.
- Undertake such other duties as may be required, from time to time, by the Parish Minister.



Person Specification

The successful candidate will have:

Skills, abilities and knowledge

Essential:

- Ability to conduct effective and empathetic pastoral care.
- Experience of recruiting, working with and motivating volunteers.
- Ability to build and maintain effective working relationships with individuals of all ages.
- Ability to work sensitively with a wide variety of people in different settings.
- Experience of setting up, developing, and evaluating programmes and activities.
- Ability to implement policies and procedures in accordance with relevant current legislation.
- Ability to plan effectively, implement plans, and to prioritise work and workload.
- Broad-based Christian faith and an ecumenical and open approach to working alongside people in church and community settings
- Knowledge, understanding of and commitment to the Church of Scotland

Desirable:

- Experience of monitoring, record keeping, and report writing
- Ability to promote the work through effective use of IT packages and social media.
- Hold a valid driving license

Personal Qualities

- Committed Christian with a live Church connection, which is a Genuine Occupational Requirement in terms of the Equality Act 2010
- Positive and enthusiastic outlook, with ability to motivate others.
- An understanding of the issues relevant to people living in an area of social exclusion and ability to relate to people that face these issues
- Ability to communicate effectively with others using highly developed interpersonal skills
- Openness to and able to evidence different ways of working and trying new initiatives
- A self-starter with proven ability to work unsupervised with readiness to use own initiative
- Proven ability to work collaboratively with colleagues and contribute to effective team working

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 pro rata
- Normal hours of work will be 18.75 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.
- This is a permanent post.
- The post is based at at Drumchapel St Andrew's and Yoker church but will work across the whole of the Drumchapel St Andrews and Yoker parish.
- There are five weeks paid leave (187.5 hours pro rata) 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 pro rata) 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.
- 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.

Informal enquiries can be made to Steven Hay, Session Clerk at sessionclerkdrumchapel@gmail.com

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**