

Appointment of
**DIGITAL MINISTRY AND MISSIONAL
FACILITATOR**

Presbytery of the South West

Closing date – 12 noon Thursday 30 April 2026

Job Reference Number: M16/26

Responsible to: Presbytery Mission Committee



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.



Context of the role

The South West Presbytery covers a large geographical area, stretching from the Isle of Arran to Carlisle by way of Ayr, Stranraer and Dumfries. There are many rural and semi-rural parishes, which have recently experienced significant change. The sheer size and prevailing economic and political situation has created a complex landscape and an ideal opportunity by which to help bring people closer to God and one another through the innovative use of digital media. Through this role the Presbytery hope to reach remote, dispersed communities including those struggling with health needs, with the gospel message and to increase digital outreach and discipleship across the whole of presbytery.



Role description

Title of Post:

Digital Ministry & Mission Facilitator

Responsible to:

Presbytery office with day-to-day oversight by a member of the Presbytery Mission Committee.

Purpose of Post:

To encourage and facilitate digital mission and ministry across South West Presbytery, identifying, training and discipling in Christ while developing digital creatives to produce local digital content, some of which can be more widely used across presbytery and beyond.

Main Duties

- Assess current Digital Mission & Ministry practice across presbytery through a survey of churches, pioneer mission initiatives and recommendations, training and support.
- Using a variety of digital media and platforms, promote good news stories from across presbytery, working pro-actively with journalists and other news sharers.
- Inspire and lead in establishing a presbytery wide strategy for digital ministry & mission by creating opportunities (e.g. Through regional hubs) for creatives to network and share good practice.
- Establish a discipleship pipeline to nurture the faith and skills of digital creatives through personal contact, support, training and resources.
- Additional Duties
- To report regularly to the presbytery on vision and achievements.
- To contribute fully to the Faith Action Programme appraisal process.
- Undertake such other duties as may be required from time to time by the presbytery.

Outcomes

- A dynamic and locally driven presbytery-wide Digital Mission strategy, especially focused on bringing young, unchurched people into a growing faith.
- A stable and motivated team of creatives seeking to establish a discipleship pipeline and able to produce/inform local digital content.
- An improved profile of congregations and the presbytery itself in the public domain, through digital media.



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:

- Thorough knowledge and understanding of current and future practice in digital ministry and digital mission initiatives.
- Ability to create and develop thoughtful digital ministry resources and content for mission and ministry.
- Excellent communication skills both oral and written.
- Experience of working on mission and outreach projects.
- Experience of developing and managing short, medium and long-term strategies within set timeframes.
- Experience of working with and motivating volunteers.
- Ability to work sensitively with a wide variety of people in different settings.
- Ability to prepare, deliver or facilitate relevant training in digital ministry and mission.
- Ability to effectively create, implement, monitor and evaluate plans.
- High level of IT literacy including social media.
- Qualified to degree level or similar or accredited training in digital ministry and mission practice or significant, recent and relevant work experience in this area.
- On-going commitment to continuing professional development including willingness to work towards qualifications and accredited training.
- Positive and enthusiastic outlook, with ability to motivate others.
- 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.
- Ability to work unsupervised with readiness to use own initiative.
- Proven ability to work collaboratively with colleagues and contribute to effective team working.

It is desirable but not essential that the successful candidate will have:

- Proven pioneering skills with a mission focus.
- High level of knowledge, skills and experience of mission with unchurched communities.

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 the full-time salary scale and actual salary will be pro rata to 0.6 FTE.
- This is a part-time role with the normal hours of work being 22.5 hours per week (0.6 FTE) with a general working pattern (as agreed with the line manager) but with flexibility required including some evenings and weekends.
- This is a fixed term role for a period of three years from date of appointment. While this is a fixed term post, there may be the potential for extension beyond this period.
- For this post, office space is available when required and flexible homebased working can be agreed.
- There are five weeks paid leave (112.5 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 pro rata statutory holidays. Entitlement increases after five years' service to six weeks (135 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.
- 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: Rev Gavin Niven, Mission Committee, Presbytery of the South West. Email: [gniven@churchofscotland.org.uk](mailto:gativen@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**