



THE CHURCH OF SCOTLAND

JOB DESCRIPTION

Title of Post:	Mission Partner, Tiberias, Serving as Associate Minister of St Andrew's Scots Memorial Church, Jerusalem, and St Andrew's Church of Scotland, Tiberias
Person Specification:	This post is open to qualified applicants in the Church of Scotland or other Protestant denominations.
Location:	Tiberias, Israel
Sent By:	The Church of Scotland - Faith Impact Forum
Responsible to:	Middle East Secretary, and on a daily basis to the Minister of St Andrew's Scots Memorial Church, Jerusalem
Date:	April 2021

The Associate Minister of St Andrew's Scots Memorial Church, Jerusalem and St Andrew's Church of Scotland, Tiberias, shall

I. Ministry

1. Work closely with the minister of St Andrew's Scots Memorial Church, Jerusalem, to ensure unity of work and vision within the united charge
2. Lead worship and offer the sacraments in the Reformed tradition at St Andrew's Church, Tiberias and, when required, at St Andrew's Scots Memorial Church, Jerusalem.
3. Take primary responsibility for the life, work, and witness of St Andrew's, Tiberias
4. Provide pastoral support for the congregation and visitors to both the Church and the Scots Hotel, Tiberias
5. Serve as one of the chaplains to Tabeetha School (pupils and staff)
6. Lead assembly at Tabeetha School on occasion

II. Relationships

1. Work cooperatively with the Minister to strengthen the links between the Church of Scotland and all its partnerships and connections in the area, including between the Evangelical Lutheran Church in Jerusalem and the Holy Land (ELCJHL) and the Episcopal Diocese of Jerusalem (DECJ).

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2. Explore opportunities to further accompany and serve the Church's partners, with regular contact and engagement.
3. Work with the Middle East Secretary and the Minister of St Andrew's Jerusalem in sharing the work of engaging and developing the relationships that the Church of Scotland currently nurtures in Israel and Palestine, and look for opportunities to strategically develop these partnerships.
4. Seek to build new partnerships as and when appropriate to enhance the work of the Church.
5. Build ecumenical relationships with other church leaders (particularly Episcopal) in the northern area, but also further afield where appropriate, and share in worship with them on a regular basis.
6. Ensure Church of Scotland presence at key events.
7. Be involved with the key ecumenical Christian celebrations.

III. Communication

1. Be an advocate and a representative for the policies of the Church of Scotland.
2. Write regular blogs and partner plan letters, and make use of social media to inform others of the situation and advocate as appropriate.
3. Welcome visiting pilgrim groups, and speak to them about experiences and issues of interest.
4. In collaboration with the Minister, Hotel Manager, and Middle East Secretary seek to develop the Christian witness of the Scots Hotel.
5. Attend Presbytery of International Charges meetings once per year for fellowship.

IV. Hospitality

1. Develop study programmes, and other opportunities to experience Israel and Palestine, for ministers on placement and study leave, and others as required.
2. Sustain and develop the Yakfie and Church hospitality ministry.
3. Define and develop a volunteer programme for people to come to support the work of the church and partners.
4. Help with itinerary planning and support for groups from the Church of Scotland who are interested in Study Visits, liaising with tour leaders and tour operators as necessary.

V. Other

1. Work with the Middle East Secretary, Minister of St Andrew's Jerusalem, and the Kirk Session to develop the uses of the Church building in Tiberias
2. Serve as a non-voting member on the Boards of the Companies registered in Israel
3. Other reasonable duties as directed by either the Minister of St Andrews, Jerusalem, or the Middle East Secretary from time to time

Person Specification: Mission Partner, Tiberias, Serving as Associate Minister of St Andrew’s Scots Memorial Church, Jerusalem, and St Andrew’s Church of Scotland, Tiberias

	Essential	Desirable
Skills, abilities and knowledge		
Proven skills and experience in organising and leading worship, and offering the sacraments.	✓	
Proven skills in the organisation and development of congregational life.	✓	
Strong pastoral skills.	✓	
Ability to initiate and introduce new ways of working.	✓	
Ability to network and develop new working relationships to build strategic partnerships.	✓	
It is crucial that the person has good physical and mental resilience.	✓	
Commitment to regularly engaging with and visiting the Occupied Palestinian Territory, including Gaza.	✓	
Commitment to adhere fully with Church of Scotland policies.	✓	
Commitment to build relationships with the other churches and organisations with which the Church of Scotland relates.	✓	
Ability to engage ecumenically with the other Christian churches at a practical and theological level.	✓	
Able to drive regularly, and over long distances.	✓	
Ability to speak Arabic or Hebrew, or willingness to learn as part of induction process.		✓
A thorough understanding of the Church of Scotland, and its work and policies in Israel and Palestine. If not, a willingness to quickly learn will be essential.		✓
Experience of working in a multi-faith and multi-cultural environment.		✓

Experience of leading and managing volunteer programmes.		✓
An understanding of the current situation in the Middle East.		✓
Personal Qualities		
Proven ability to communicate orally and in writing with a wide variety of audiences.	✓	
Ability to work on your own initiative, and to develop new working relationships.	✓	
Good leadership skills, with an ability to motivate and work with Church of Scotland employees, visitors, local employees, and volunteers.	✓	
Ability to involve the Church in the wider community and in support of the local Christian churches.	✓	
Commitment to working in an international environment, especially one which often encounters tension.	✓	
Educational requirements		
Qualified applicants in the Church of Scotland or other Protestant denominations.	✓	

Terms and Conditions:

- The UK salary scale for this post is £28,137 - £34,577 per annum, however the salary will be adjusted for the UN Cost of Living rate for Israel when the Mission Partner is in country. The tax on this post has different variables – please contact the HR department hr@churchofscotland.org.uk to discuss specifics.
- The post is for a fixed period of 4 years and 3 months, although may be renewed.
- The post is based in Tiberias.
- There are 30 days annual paid leave in each full holiday year. Entitlement is based on full weeks worked. There are also 6 statutory holidays plus 4 floating days per annum.
- The Church has a defined contribution scheme available for eligible employees through the Church of Scotland Pension Plan. For Mission Partners who are not eligible to be scheme members, separate arrangements will apply.
- Accommodation is provided.
- A vehicle will be supplied.

- Emergency medical and travel Insurance for the post holder and immediate family members living in Tiberias will be provided.
- The postholder is required to undertake 6 weeks deputation in Scotland every two years

Informal enquiries can be made to Kenny Rodger, Middle East Secretary, kroger@churchofscotland.org.uk

Closing Date: Friday, 7 May 2021 at 12 noon

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 include names and email addresses of two referees, who 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 2 sides of A4.