

Appointment of

CONGREGATIONAL DIGITAL MINISTRY WORKER

Bellshill and Bothwell Parish

Presbytery of Forth Valley and Clydesdale

Closing date – 12 noon Thursday, 26 February 2026

Job Reference Number: M05/26

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

We are an enthusiastic and welcoming congregation at Bellshill and Bothwell Parish Church. The church is a new union of Bellshill West and Bothwell, forming one church covering the Parish of Bellshill and Bothwell. The area is a popular commuter point between Edinburgh and Glasgow with many new families choosing to reside in this popular area.

The West Halls offers the town and community a hub for many organisations and charitable groups with a successful family Messy Church established serving the needs of young families. There are weekly services at 5pm, led by the Minister and worship team which are more contemporary in nature and adaptive as we experiment with different worship styles.

The main church building is located on the main street of Bothwell, offering a regular traditional Church of Scotland service of worship on Sunday mornings, along with an Open Prayer space and various community and friendship groups meeting within the church centre.

It is an expanding community with many young families moving into the area as we have good schools and nursery provision, and there are many sought-after family homes within the parish.

Context of the Role

We are well situated within a thriving parish with good community participation but like many congregations have found, that many people no longer prioritise church attendance. There are though existing links to local schools, which we would love to expand on as a church.

We see further opportunities to grow and develop our presence as a congregation and our ministry through digital expansion and outreach, and we are seeking to employ a Congregational Digital Ministry Worker.

The catchment area has a high number of young people and young professionals, making the areas of Bellshill and Bothwell their home.

To develop how the Church can blend online and in-building worship in a sustainable model.

Develop close relationships with key stakeholders to create a safe environment where people can learn and grow in a faith community that is not focused solely on a building or the traditional Sunday outlook and may be online and/or offline in nature.

Funds are available to help finance projects from a dedicated Mission Fund.



Role Description

Title of Post:

Congregational Digital Ministry Worker

Responsible to:

Parish Minister

Purpose of Post:

To support and enhance the development of the missional outreach of the church in this parish, exploring new channels of Digital Ministry, creating a future-proof model of new ministry to complement the existing areas of outreach within the community.

Allowing the Church to meet and to grow new followers of Jesus in Bellshill and Bothwell Parish as we reach out to Generation Z and beyond.

This digital development would be pioneering in this area, taking the church beyond the boundaries of the existing social media platforms, linking in new ways with both the Young and Old.

Main Duties

- Take an active role in assisting in the development of Digital ministry within the congregation of Bellshill and Bothwell Parish.
- Engaging with Sunday worship regularly in Bellshill and Bothwell Parish Church, participating in the service as is appropriate with an online (remote) focus, working closely with the Church Team Leaders, as generally directed by the Minister, who has the ultimate responsibility in this respect, assisting in the creation of a programme of Christian outreach through new digital channels.
- Under guidance from the Minister, build on existing links within the community and undertaking agreed projects.
- Engage with the Ministries and Pastoral Care Groups, Community organisations, Church organisations; Boys Brigade, Girls Brigade, and the Social & Events team exploring new opportunities to digitally expand the links with the church.
- Provide and develop opportunities for children, parents and all ages to engage in exploring the Christian faith using digital ministry.
- Make use of current Church technology and further helping to develop its use to provide a digital ministry.
- Ensure that all activities, events, and programmes comply with Church of Scotland policies and procedures. Adhere to all relevant health and safety requirements and ensuring that a risk assessment is carried out for all activities undertaken.
- Working closely with the Safeguarding Co-ordinator when recruiting volunteers.
- Attending relevant training as required for legislative or develop

General Duties

- Any other reasonable duties as may be appropriate or as directed by the line manager.
- Provide regular update reports to the Minister and Kirk Session as required.
- To contribute fully to the Faith Action 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:

- A good understanding, knowledge and passion of current and future practice of digital forms of church.
- Ability to develop thoughtful digital worship, mission and ministry resources for use online to engage with members of the congregation and wider community.
- Ability to engage and enthuse others and work collaboratively with others in the development of digital ministries.
- Proven experience of working with children, young people and their families and an understanding of the issues affecting children, families and younger adults in the local community.
- Experience and expertise in the use of IT applications, specifically social media and electronic communication.
- Sound organisational skills with ability to prioritise and be flexible as required.
- Skills to develop, and provide training on, easy to use procedures to ensure ongoing high quality communication.
- An understanding and interest in the work of the Church of Scotland at a local level with a sympathy to its ethos.
- Openness to and able to evidence different ways of working and trying new Initiatives.
- Self-motivated, positive and enthusiastic with ability to enthuse and encourage others.
- Proven ability to work collaboratively with colleagues and contribute to effective team working.
- Qualified to degree level or similar or accredited training in communication/PR/Marketing, or similar, 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:

- Knowledge of using Church Edit website software
- Experience in video production

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 0.5FTE. The successful candidate will start at point 1 of a 5-point scale and move up the scale in annual increments.
- This is a part-time post with normal hours of work will be 18.75 hours per week with a general working pattern (as agreed with the line manager) but with flexibility required including some evenings and weekends.
- This is a permanent post.
- The post is based at Bellshill and Bothwell Parish Church.
- 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.

**For a confidential discussion regarding the role, please contact Rev. Iain Majcher
imajcher@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**