

Appointment of

# **CHAPLAIN, THE LODGING HOUSE MISSION**

Presbytery of Glasgow

Closing date – 12 noon Monday, 30 March 2026

Job Reference Number: M11/26

Responsible to: Manager, Lodging House Mission



## 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 Lodging House Mission

This MDS Chaplain post allows the Church to be actively and visibly involved in the life of Lodging House Mission (LHM360) in a way that is real, relational and consistent.

We are a day centre supporting people experiencing homelessness, addiction, mental health challenges and deep social exclusion. Many of the people who use our service would never walk into a church building. Some carry hurt or mistrust linked to faith. Others are quietly searching but do not know where to begin.

This role ensures that Christian faith is not something distant or formal - it is lived out daily through relationships, conversation, prayer and quiet support when it is needed. It enables the congregation and Presbytery to fulfil their calling not just by talking about compassion, but by placing someone directly alongside people who are struggling.

## Context of the Role

The Chaplain journeys with people who use our service, staff and volunteers, offering pastoral care, spiritual conversation and prayer when invited. This is not forced or performative. It is responsive and respectful.

The hoped-for outcomes include:

- Individuals feeling safe enough to talk about faith, doubt or past experiences
- People asking questions about God that they have not felt able to voice before
- Renewed faith for some and first-time exploration for others
- A growing sense that the Church has not forgotten them

Often the impact looks small on the surface - a conversation over a cup of tea, someone staying behind after a short reflection, a quiet request for prayer - but these moments are significant. They build trust.

### Creating space for worship and reflection

The Chaplain facilitates accessible times of worship, prayer and reflection within LHM360. These are gentle, inclusive and mindful of the complex lives of those attending.

The hoped-for outcomes include:

- Greater confidence to engage in worship
- Individuals reconnecting with faith in a way that feels safe
- Marking Christian seasons within the life of the centre
- Encouraging spiritual resilience in the midst of hardship

This reflects the willingness to meet people where they are in their spiritual journey, not expecting them to already feel comfortable in traditional settings.

### Strengthening the relationship between Church and community

The role also builds meaningful links between LHM360 and local congregations and Presbytery. Through communication, shared events and engagement opportunities, this post helps congregations see faith expressed in practical action.

The hoped-for outcomes include:

- Increased awareness within Presbytery of the realities of homelessness and exclusion
- Greater involvement from congregations in volunteering and prayer
- A clearer understanding that mission includes being present in complex community spaces

This role helps ensure that the Church is not separate from community need but engaged within it.

### Supporting staff and volunteers

Working in a day centre like ours can be emotionally demanding. The Chaplain provides pastoral support to staff and volunteers, offering space for reflection, encouragement and spiritual grounding.

The hoped-for outcomes include:

- Improved wellbeing across the team
- A culture rooted in compassion and integrity
- Confidence to respond to complex situations with grace

### Overall Contribution to Vision

- Bringing faith into everyday encounter
- Making spiritual care accessible in a community setting
- Strengthening links between Church and those on the margins
- Showing that Christianity is lived, not just preached

In simple terms, this role ensures that faith is woven into the fabric of what we do - not imposed, but available.

# Role Description

## **Title of Post:**

Chaplain, the Lodging House Mission

## **Responsible to:**

This is a Ministries Council appointment (employing body of Faith Action Programme Leadership Team – FAPLT) but you will be responsible to the Manager of the Lodging House Mission in the first instance

## **Purpose of Post:**

To uphold and express the Christian ethos of LHM360 while respecting all beliefs, offering support to staff, volunteers and people who use our service, and strengthening meaningful connections between LHM360 and local churches and faith communities.

## **Main Duties**

Pastoral and spiritual care:

- To offer spiritual, religious, and pastoral care to staff, volunteers and people who use our service, with compassion, sensitivity, and respect.
- To provide a Christian ministry of presence: accompanying individuals without judgement, recognising the equal dignity and value of each person.
- To create inclusive times of prayer and reflection when requested.
- To facilitate welcoming and accessible Christian worship within LHM 360 and be willing to take funeral/memorial services, when appropriate.

## **Team & Organisational contribution:**

- To be a full and active member of the LHM360 team, contributing to the wider life and work of the organisation.
- To attend team meetings and participate in reflective discussions where appropriate.
- To support staff wellbeing, recognising the emotional and spiritual demands of frontline work.
- To uphold and actively promote LHM360's values and ethos in all aspects of the role.

## **Church & Faith Community engagement:**

- To build, nurture, and maintain strong relationships with Church of Scotland congregations.
- To identify opportunities to raise awareness of LHM360's work within other churches and faith communities.
- To encourage prayer support, volunteering, partnership, and practical involvement from congregations and churches.
- To work alongside the Manager in strengthening LHM360's presence within the wider Christian community.
- To help communicate the vision and impact of LHM360 in a way that reflects its faith foundation and inclusive approach.

## **Additional Duties**

- To maintain confidentiality and always adhere to safeguarding protocols and the boundaries appropriate to pastoral relationships.
- To provide updates to the Manager as required, contributing to reports and communications as appropriate.
- To carry out any other reasonable duties as directed by the Manager.
- To contribute fully to the FAPLT 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:

- Excellent listening, communication and interpersonal skills in order to build and develop relationships with the people you encounter
- An understanding and willingness to engage with people of all cultures, faith backgrounds, and those with no faith
- The ability to assess and respond to people's spiritual, religious and pastoral needs, which may be complex, contentious or sensitive
- The ability to empathise and treat individual concerns with respect, tact and sensitivity
- The ability to act with calmness and integrity in times of stress
- A strong commitment to people who are vulnerable and have an understanding of the factors affecting their lives
- Teamworking skills and also the ability to work autonomously
- An understanding of safeguarding, the importance of confidentiality, and the boundaries that govern the chaplain's relationship with clients
- Willingness and ability to develop and facilitate worship opportunities
- A commitment to partnership working, maintaining and developing links with other churches, faith groups and organisations
- Planning, time management and organisational skills with the ability to be both proactive and reactive

The successful candidate will be:

- Friendly, empathetic and approachable
- Resilient and have the ability to deal calmly with unforeseen situations
- Patient, tolerant and flexible
- Non-judgemental with keen self-awareness and reflective skills
- Qualified to degree level or similar in theology
- Qualified in pastoral care, counselling or other relevant discipline, or significant, recent and relevant work experience in these areas
- On-going commitment to continuing professional development including willingness to work towards qualification and accredited training

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

- Experience in preparing and leading worship and funeral/memorial services

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.
- Normal hours of work will be 37.5 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 Lodging House Mission, 35 East Campbell Street, Glasgow.
- There are five weeks paid leave (187.5 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 statutory holidays. Entitlement increases after five years' service to six weeks (225 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.

**Interviews are scheduled to take place in April 2026.**

**For an informal confidential discussion regarding the role, please contact June MacLeod, Manager, Lodging House Mission.**

**[june.macleod@lhm-glasgow.org.uk](mailto:june.macleod@lhm-glasgow.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**