The Church of Scotland

Appointment of

PARISH OUTREACH WORKER – PETERHEAD NEW PARISH CHURCH

Presbytery of North East And Northern Isles

Closing date – 12 Noon on Monday, 7 December 2026

Job Reference Number: Ref: 30/26

Responsible to: The Minister of Peterhead New Parish Church



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

Peterhead New Parish Church is a vibrant growing congregation in the middle of Peterhead, the largest town, and one of the most diverse economically communities in the North East of Scotland. The Presbytery of the North East and the Northern Isles recently approved a union between ourselves and St Fergus Church, in an economically diverse village to the north of Peterhead.

There is a growing need and demand in the community, from the youngest to the oldest, to extend the work already started.

In Peterhead New Parish Church, we have been steadily growing our reach to young people and children and now are actively involved in assemblies at four local primary schools (and there is opportunity for assemblies at the academy) as well as four lunch-time Scripture Union groups, a twice-monthly youth group for teenagers teens, a youth choir, youth drama programme, a Thursday night bible study and a yearly Alpha programme.

We have run a summer holiday club for the last five years and are in the early planning stage for 2027. We have regular outreaches to families through special events such as an Easter Egg hunt and Sunday afternoon events similar to "messy church" which are called Sundays Together. We have a pastoral visiting group and try to ensure our older adults who can no longer make it to church are able to watch us on our livestream and have regular visits from church members.

In addition to a Guild, Choir and a Senior Ladies' Group, we hold a weekly Warm Hub during the autumn and winter for people in the community to come and share a cuppa and receive a food parcel if needed. We also have been involved in reaching out to New Scots in our community through working with our local council to provide English Language cafes and friendship hubs.

There is also a Work Party, a group of people from our congregation and beyond, who knit, crochet and sew to add to the huge amount of clothing donated by the community to send via Banana Box Plus to Ekwendeni Malawi, a community where we have long-standing links. We are blessed to have a dedicated and committed congregation of adults of all ages who help to serve in our church, from the youngest all the way up to the over-90s.



Role description

Title of Post:

Parish Outreach Worker – New Peterhead Parish Church

Responsible to:

Minister of the New Peterhead Church

Purpose of Post:

To assist the minister in outreach, pastoral care and work with young people in this busy charge

Main Duties

- Share with the minister responsibilities for new initiatives in outreach with the aim of integrating and building up of fellowship in the church community, including families of those young people who attend our youth groups etc.
- Assist children's church with teaching resources, training and expansion of the programme.
- Assist in school assemblies, with minister and others as needed.
- Be responsible for children's talks in worship , assist with special children's Sundays, family events such as Scottish Week, school assemblies, the annual Easter Egg hunt, etc.
- Lead with the minister and volunteers in youth group, youth choir and drama programmes.
- Take on a leadership role in planning and implementing the Holiday Club programme (including youth activities for the evenings and the first week of the summer school holidays).
- Plan and co-ordinate termly meetings with our Children and Youth Ministries Team to discuss upcoming programmes and plans for the year ahead.
- Develop in partnership with the minister opportunities for pastoral links in the parish and implement these.
- Communicate regularly to the Kirk Session and congregation, at least half- yearly, information and a vision for their ministry with us.
- Undertake such other parish duties as may be required from time to time by the parish minister
- To contribute fully to the Faith Nurture Forum appraisal process.



Person Specification

The successful candidate will have:

Skills, abilities and knowledge

Essential

- 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
- 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 leading where required
- Ability to relate to people with a broad range of understanding of their Christian fait
- Ability to engage with people who have little or no Church
- connection
- Experience in outreach developing and delivering relevant and appropriate events and activities.
- Ability to think creatively
- Experience in working with children and young people and awareness of issues influencing them and their families
- Excellent planning skills with the ability to prioritize work and workload.
- Demonstrable ability to encourage good practice in recruiting, working with and motivating volunteers

Desirable

- Working knowledge of social media and its use for congregational purposes
- Confident in use of ICT for office work, reporting and communication
- Experience in a school setting
- Knowledge and understanding of children's church

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 issues that arise.

Qualifications and Training

- Qualified to degree level or similar or accredited training in community or youth education 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.
- 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.

A small flat may be available in the centre of town for the successful applicant which may be vacant and therefore could be available at market rent with all utilities payable. This housing would not be tied to your employment

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 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 Peterhead 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.

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**