

## PASTOR IN TRAINING ROLE DESCRIPTION

<b>POST TITLE</b>	Pastor in Training (each level is a one-year fixed term contract)
<b>DEPARTMENT</b>	To be agreed as part of the interview process
<b>WORKING HOURS</b>	40 hours per week, with some hours to be worked on a Sunday
<b>SALARY</b>	£20,000 per annum during Level 1
<b>ANNUAL LEAVE</b>	25 days plus bank holidays

Pastors in Training is a two-year, graduate leadership development programme, with the aim to appoint and develop pastors and leaders within a wide range of ministries across our KingsGate Campuses.

Pastors in Training could be in any one of our ministry areas such as:

Children	Pastoral
Youth	Communications
Student / Young Adults	Media
Community Action	Production
Worship	Or within one of our Campus Teams

During the programme you will receive personal mentoring and coaching from one of our key staff leaders, who will help you identify and develop the gifts God has given you. Through their coaching, supplemented by teaching from members of our Leadership Team, you will be given opportunities to lead within at least one area of the life of the church, and to have time to reflect with others as to how you are developing as a leader. In addition, you will experience proximity to other key leaders within the church as well as taking part in weekly staff activities. During the training you will also have the opportunity to find out about other teams within the church and to learn from those who lead those teams. Overall, our aim is to equip you to become all God has called you to be and to get you ready for your next step in leadership.

The programme is made up of two levels. Each level is usually based on a full-time, one-year, fixed term contract. However, in 2022, the programme will start on 1 February and last for 11 months. You must be available for the whole of this contract. Please note that this is not a permanent offer of employment.

If you successfully complete the first year, you may be offered another one-year,

fixed term contract to complete Level 2. Please note that each level is independent, and successful completion of Level 1 does not necessarily guarantee automatic acceptance onto Level 2, which would start in January 2023 and run to December 2023

**To be accepted onto Level 1 of the Pastor in Training Leadership Programme, you must be able to demonstrate the following:**

- Have significant potential for development.
- Have proven and recognised leadership experience.
- Have proven, excellent organisational skills.
- Self-motivated to pursue varied learning opportunities.
- Can interpret and implement instructions to a high standard.
- Could teach and inspire others (when appropriate).
- Have an “above and beyond” attitude.
- Have a practical, missional heartbeat.
- Have successfully achieved at least a Level 6 in your academic studies.
- Have and can articulate a sense of calling to ministry.
- Have capacity to work with others of diverse backgrounds.
- Have clear and competent verbal and written communication skills.
- Have proven and recognised experience of leadership amongst your peers.
- Can articulate your strengths and weaknesses.
- Can work well under close supervision as well as under your own initiative.
- Be a committed member of KingsGate and provide a reference from the person who is responsible for your pastoral care. You will also need a letter of recommendation from one of KingsGate’s senior leadership team.
- If you attend another church, you must provide a letter of recommendation from a leader at a senior level describing your suitability for the Pastor in Training programme.

**The recruitment process involves:**

- Completing the comprehensive application form
- Providing a letter of recommendation (see above)
- Attending a first interview to explore your calling and suitability for the Pastor in Training programme.
- Completing a DISC personality profiling test.

The interview panel will then review your application, alongside other applicants, and consider a match with any ministry placements available for Level 1 candidates. If we want to take your application further and there is an appropriate ministry placement available, you will be invited to a second interview which will include the Head of Ministry responsible for your placement, being on the interview panel.