

## JOB DESCRIPTION

### Associate Pastor

**REALITY  
CHURCH  
LONDON**

Reality Church London (RCL) is a gospel-centred church located in Central London. Planted in 2016, we are a vibrant and growing church preparing for our next season of ministry in the city. We are hiring a full-time Associate Pastor whose experience, skills, and passion will continue to help us fulfil our church's mission to be a community following Jesus, making him known, seeking the renewal of London.

As our church grows in size, complexity, and ministry impact, the Associate Pastor will play a key role in the future life of our church by providing oversight for our Sunday worship services, alongside leadership of our Community Groups and our local and global mission.

The Associate Pastor will report to RCL's Lead Pastor and will be part of the staff's leadership team.

#### **Role & Responsibilities**

- **Leadership Team:** To join RCL's staff leadership team and assist in leading RCL spiritually and strategically.
- **Sunday Worship Service oversight:** Provide spiritual and practical oversight for RCL's Sunday worship service(s), including care and support for all service leaders and volunteers. Create strategy and space for innovation for all Sunday teams and their objectives. Including regular teaching and occasional preaching.
- **Community Groups:** To oversee and grow the Community Group system at RCL, pursuing organisational health for the system and spiritual health for CG leaders. Oversee creation of weekly CG discussion guides. Deliver training to CG leaders that results in increased health within each group. Connect CGs to local mission opportunities to serve London in practical ways.
- **Local and Global Mission:** To grow and oversee RCL's local mission throughout London, especially through our current and future Serve the City partners. Provide teaching and training for RCL's members around biblical vision and practical skills to serve the city. Identify new Serve the City partners, and strengthen relationships with existing Serve the City partners. Prayerfully pursue establishing a missional relationship with another global city for RCL to engage with through mission and service.
- **Shape and advance the church-wide vision** taking on ad hoc tasks and responsibilities that arise and are shared across the RCL staff team.

#### **Qualifications**

Pastoral:

- Formal theological degree and/or substantial theological training.
- A seasoned and experienced leader.
- A self-starter able to work on own initiative, proactively identify issues, and creatively problem solve in a fast-paced environment.
- Empathic and approachable including strong pastoral experience.
- Agreement with RCL's affirmation of faith.
- Character and lifestyle of a spiritual leader, as described in 1 Timothy 3v1-18.

Organisational:

- Excellent written and oral communication skills including representing RCL in other contexts.
- Numerate and able to deal with basic financial systems and budget management.
- Able to prioritise competing demands, able to think strategically and anticipate well.
- Strong organisational skills and comfortable within an office environment.
- Computer literate with Microsoft Office packages (e.g. Word, Excel, email).

#### **Conditions of Employment**

Permanent Employee, full-time with a probationary period of 6 months.

**Hours of work**

The role is full time at 40 hours per week. Four full days midweek on a Monday, Wednesday, Thursday and Friday (32 hours) and a full day (8 hours) on a Sunday. Due to the nature of this role, the successful candidate will need to work outside of traditional office hours as per the pastoral need of the church.

**Salary**

Commensurate with experience.

**Holidays**

25 days paid holiday plus bank holidays. Note that this should include not more than 6 Sundays in any academic/ministry year (September 01 to August 31).

**Occupational Requirement**

This role has an occupational requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010, for the holder of this post to be a practising Christian, in sympathy with the mission and vision of Reality Church London. The successful candidate, if not already so, is expected to make Reality Church London their home church and to be a committed and active member.

**Eligibility to Work in the UK**

The job holder must be able to provide evidence of their eligibility to legally work in the UK prior to appointment and for the entire duration of employment.

**Start Date**

01 December 2023 (for the right candidate we would consider an alternative start date).

**To Apply**

Please email a CV and cover letter to [info@realitychurch.london](mailto:info@realitychurch.london)

We are reviewing applications on an ongoing basis as they come in and if we find a successful candidate we might close the window to apply, so please apply as soon as possible.

For any further information about the role please get in contact with Luke at the email above.