



The Church of Scotland

Appointment of

MISSION AND OUTREACH WORKER ST GEORGE'S TRON, WALLACEWELL AND ST ROLLOX

Presbytery of Glasgow

Closing date – 12 Noon 4th November 2026

Job Reference Number: M29/26

Responsible to: Senior Minister of Ministry Team



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

The three congregations of St George's Tron and Wallacewell Local Mission Church linked with St Rollox have entered into a formal relationship with one another over the course of the past two years, between June 2024 and September 2026. Wallacewell Church, a former New Charge Development (NCD) charge located in the priority area of East Balornock and West Barmulloch in north-east Glasgow became a Local Mission Church of St George's Tron in 2024. St George's Tron, in the city centre, had itself been replanted in 2013, under the leadership of Rev Alastair Duncan, following the departure of its former congregation from the Church of Scotland. Rev Duncan served as Transition Minister for seven years before being called as parish minister.

In September 2025, St Rollox, located in the newly-rebuilt Sighthill area north of the city centre linked with St George's Tron and Wallacewell LMC.

While they share similar recent histories of transition and significant change, the links and connections between these three congregations are all relatively new and still in the early stages of forming. The ministry team which is now envisaged to serve these three congregations is new, and the opportunity therefore exists for the person God is calling to play a significant part in the early stages of this new partnership.

Between these three congregations and their respective parishes, there exists an enormous diversity but also a huge and exciting opportunity to develop mission and ministry in three very different contexts as part of a team ministry: city centre, new-build suburban housing and priority area.

Although different, these three congregations are united in a vision to see the Gospel of Jesus transform individual lives and bring hope to their communities. All three congregations share a similar evangelical theological outlook, with a strong emphasis on the importance and authority of Scripture, on personal conversion to Christ, and with openness to the gifts and ministry of the Holy Spirit.

Each area holds enormous potential, and the task is not for the faint-hearted. But the rewards and encouragements of being part of dynamic and rapidly changing situations are great, and together these congregations are excited to welcome on board a new ministry, and to make room for the gifts and vision that that individual will bring.



Role description

Title of Post:

Mission and Outreach worker – Glasgow St George's Tron, Wallacewell and St Rollox

Responsible to:

Senior Minister of the Ministry team

Purpose of Post:

The MDS Mission and Outreach Worker will play a key role in supporting and developing the mission of the linked charge of St George's Tron, Wallacewell Local Mission Church, and St Rollox Church.

Working within a ministry team of 1 x FTE Minister of word and sacrament (MWS) post and 1 x 0.5 FTE MWS* post, and with leadership teams, volunteers, and community partners, the postholder will help build relationships with people beyond the existing congregations, encourage discipleship and faith exploration, support community outreach initiatives, and develop pathways that enable people to move from initial contact with the churches into deeper engagement with Christian faith and congregational life

This is an exciting opportunity to contribute to the development of a new and growing ministry partnership across three diverse communities, each with distinct opportunities for mission and evangelism.

*This post is currently also being recruited via a congregational Nominating Committee process.

Main Duties

- Whilst recognising the limits of a 0.5 FTE position, the scope of the job will include the following, depending on priorities and need at any given time.

Mission and Community Engagement

- Develop relationships with individuals, families, community groups, and partner organisations across the three parish areas.
- Develop outreach opportunities among children, young people, students, young adults, families, and newcomers where appropriate.
- Actively engage with existing outreach activities and partner organisations to identify opportunities for further mission development.
- Support initiatives that connect church life with the local communities.

Evangelism and Discipleship

- Encourage participation in church activities among those with little or no previous church involvement.
- Assist in developing pathways from community engagement into worship, discipleship groups, and church membership.
- Work sensitively with people from a wide range of social, cultural, and faith backgrounds.

Volunteer Development

- Recruit, encourage, equip, and support volunteers involved in outreach and community ministries.
- Help identify and nurture gifts among congregation members.
- Encourage collaboration between volunteers within each of the three congregations.
- Assist in identifying training opportunities for volunteers involved in mission and pastoral engagement.

Communication and Partnership

- Work collaboratively with the ministry team and local leadership teams.
- Strengthen links between the three congregations and encourage shared mission initiatives where appropriate.
- Build and maintain positive relationships with partner organisations and community stakeholders.

Safeguarding and Good Practice

- Ensure that all work is undertaken in accordance with Church of Scotland safeguarding policies and procedures.
- Participate in supervision, training, and continuing professional development



Person Specification

The successful candidate will have:

Skills, abilities and knowledge

- A passion for evangelism, discipleship, and community mission
- Ability to communicate the Christian faith with warmth, clarity, and sensitivity
- Ability to build and maintain effective working relationships with individuals of all ages
- Experience of recruiting, working with and motivating volunteers
- Ability to work both independently and collaboratively within a team
- Flexibility and willingness to work across diverse contexts in both church and community settings
- Experience of cross-cultural ministry and engagement with diverse communities
- Knowledge and experience of working in areas of social deprivation or community regeneration
- Experience of setting up, developing, and evaluating new outreach programmes and activities
- Ability to plan effectively, implement plans, and to prioritise work and workload
- Ability to implement policies and procedures in accordance with relevant current legislation
- Knowledge, understanding and commitment to the Church of Scotland
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Desirable

- Experience of monitoring, record keeping and report writing
- Ability to promote the work through effective use of IT packages and social media
- Holder of a valid licence or access to unrestricted alternative private transport if required

Personal Qualities

- A committed Christian with a personal faith in Jesus Christ, an active involvement in the life of a local church, 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 these issues
- Ability to build trust and to communicate effectively with others using highly developed interpersonal skills
- A compassionate and servant-hearted approach to ministry
- An ability to exercise initiative and demonstrate creativity in trying new initiatives
- Ability to value the contributions of others
- Personal resilience and tenacity in face of challenges and setbacks
- A 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

Qualifications and Training

- Qualified to degree level or similar or accredited training in theology, ministry, community development, youth work, or a related field, or having 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.

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 18.75 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 Wallacewell Local Mission 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**

We are also calling a half time 0.5 parish minister and more details can be found here:

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