

Senior Pastor London Riverside Church (LRC) Role Description and Personal Specification

Location:	Based in LRC Dagenham, Essex
Hours:	Full time
Salary:	To be agreed
Responsible to:	LRC Senior Leadership Team and Board of Directors
Probation:	The post is subject to a 6 months' probation period
Closing Date:	3 rd June 2019

This document is divided into four sections:

- Section A: Sets out the essential elements of the role.
- Section B: Is the Role Description and details of the main responsibilities.
- Section C: Personal Attributes shows the kind of person we want.
- Section D: Practical Skills details the abilities we would expect the successful person to have.

This should be read in conjunction with the documents entitled

Appendix A: *LRC DNA Values, Culture and Practices*

Appendix B: *LRC Statement of Faith*

Appendix C: *Current Senior Leadership Team (SLT) and Board of Directors (BOD)*

There are two parts to the Application Form, should you choose to apply you must submit both parts together.

Section A

Purpose

The Senior Pastor will provide primary spiritual, pastoral and visionary leadership, and in partnership with the Senior Leadership Team and staff teams, assist the community of LRC, as we pursue our mission to be a Christ centred church dedicated to impacting Dagenham, Greater London and the nations with the love of God in the power of the Holy Spirit.

It is Essential that the Senior Pastor of LRC:

- Embraces and owns the mission, values and culture of LRC.
- Is in agreement with LRC statement of faith.
- Is in agreement with the leadership and governance structure of LRC.
- Understands and is aligned with the LRC 'DNA Values and Culture' document.
- Understands and appreciates the culture and history of church expressions.

Section B

Role Description

The Senior Pastor will be able to:

- Connect with, love and serve the people in the LRC community.
- Mobilise and facilitate the community of LRC to live in alignment with the values, culture and statement of faith.
- Guard our values and ensure alignment to them in all our practices.
- Create and drive healthy culture.
- Communicate vision and direction.
- Ensure high priority is given to the development, discipleship and mentorship of staff and volunteers.
- Maintain the momentum of church growth and development in line with agreed vision and pace.
- Take a lead role in shaping and directing Sunday services and other gatherings.
- Maintain alignment to the values and culture of LRC and bring realignment as and when necessary.

Section C

Personal Attributes

The Senior Pastor must be a person who displays:

- A clear call from God to this role.
- A mature and longstanding relationship with God.
- A consistent and faithful devotional life.
- A robust theology that aligns with the documents attached.
- The fruit of the Holy Spirit.
- An ability to operate in the gifts of the Spirit, as an outworking of a personal baptism in the Holy Spirit.
- Commitment to own spiritual growth.
- Proven leadership abilities.
- A pastoral and servant heart.
- The ability to live and lead accountably.
- Appropriate levels of pace, work life balance and sustainability.
- An attitude of selfless sacrifice and humility.
- Excellent communication skills.
- Strong interpersonal skills.
- High emotional intelligence.
- Decisiveness.
- Courage.
- A track record of being a role model, as a team leader and player.
- A visionary outlook that encourages people to dream big dreams.
- The ability to cast vision.
- The ability to keep focus on the bigger picture.
- Honesty and integrity in every area of their life.
- A high value on being relational and hospitable.
- A sense of humour.
- Patience.

Section D

Practical Skills

The Senior Pastor should have proven abilities and experience of:

- Developing others and seeing their potential released.
- Leading and empowering a staff team.
- Teaching / preaching prophetically into the life of the church
- Working strategically.
- Contributing to organisational development.
- Working with complexity.
- Problem solving.
- Building effective teams.
- Chairing and facilitating meetings.
- Dealing with confrontation and resolving conflict.
- A wide range of complex pastoral care issues.
- Budgeting and financial management.
- Dealing with the wider business, community and social aspects of church.
- Connecting and influencing nationally and internationally.
- Understanding / experience of multi-site and multi service model of church.
- Walking on water (optional)!