

JOB DESCRIPTION

Job Title: Senior Leader

Hours: Full time, Flexible to meet the needs of the Church, including regular evening and weekend commitments.

Salary: £45,000pa – £51,000pa

Reports to: Trustees and Oversight

Direct reports: Senior Leadership Team

Location: **(Multi-Site)** The Church at Junction 10, ARC, 323, Wolverhampton Road, Walsall and Grace Academy Darlaston, Bescot

Vision: *Building a Community with Jesus at the Centre*

The Church at Junction 10, have been part of the Assemblies of God Great Britain nearly 50 years and strive to become the kind of church described in the Bible — a church with relevant teaching, heart-felt worship, honest friendships, constant prayer, and compassionate care for those in need. With a growing congregation of around 250 regular attendees, we strive to grow and see the Kingdom of God extended across the community we serve, nationally and internationally.

Role Purpose

The Senior Leader provides spiritual, executive, strategic, and organisational leadership that keeps Jesus at the centre of everything we do. As Senior Pastor and executive, spiritual overseer, the Senior Leader nurtures a Christ-centred culture, strengthens discipleship, and leads the church into growth, mission, and community transformation across all J10 locations.

Key Responsibilities

1. Spiritual & Pastoral Leadership

- Lead the church in pursuing Jesus wholeheartedly, modelling a lifestyle of prayer, worship, discipleship, and Spirit-led ministry.
- Preach and teach regularly, shaping the theological and spiritual direction of the church.
- Provide pastoral oversight including crisis care, weddings, funerals, baptisms, and dedications.
- Build a culture where people encounter Jesus, grow in faith, and live out the gospel in everyday life.
- Champion a unified, biblically grounded culture that reflects our vision of community, belonging, and transformation.
- Take a lead role in shaping and directing Sunday services and other gatherings.

2. Vision, Culture & Mission

- Prepare, communicate, and advance the J10 vision across all ministries and locations.
- Ensure every ministry, team, and site expresses the heart of *“Building a Community with Jesus at the Centre.”*
- Develop strategies that support sustainable growth in attendance, discipleship, leadership capacity, and community impact.
- Lead the church in mission locally, nationally, and internationally, strengthening our influence within the wider Body of Christ.

3. Leadership & Team Development

- Lead and develop SLT, and ministry leaders, cultivating a culture of ownership, accountability, and multiplication.
- Build leadership pipelines that raise and release new leaders.
- Oversee staff structures, job descriptions, appraisals, and performance management.
- Provide coaching, mentoring, and spiritual development for leaders and teams.

4. Multi-Site Leadership

- Lead the church’s multisite strategy, ensuring unity of vision, culture, and practice across all campuses.
- Maintain a visible leadership presence across sites through planned rotation and team empowerment.
- Implement and champion the *New Season, New Growth* framework, ensuring each site grows in health, spiritual outputs, attendance, revenue, discipleship and community engagement.
- Empower site leaders to lead effectively within agreed strategic boundaries.

5. Governance, Finance & Operations

- Work closely with Trustees to ensure strong governance, safeguarding, legal compliance, fiduciary stewardship, and transparent decision-making.
- Oversee financial health, ensuring budgets are aligned with vision and sustainable for long-term growth.
- Strengthen operational systems, facilities, and administrative capacity across all sites.
- Exercise spiritual and organisational discernment in decision-making, acting as a faithful guardian of the church’s vision, values, people, and resources, while maintaining accountability through attendance at trustee meetings.

6. External Relationships

- Represent J10 within local networks, AoG (where applicable), and wider church partnerships.
- Build relationships that extend the church’s influence and advance mission.
- Act as an ambassador for the church and its vision.

7. Personal Development & Conduct

- Maintain personal spiritual health, accountability, and ongoing development.
- Engage in CPD, training, learning, and leadership growth opportunities.
- Model Christ-like character, integrity, and professionalism in all areas of life and ministry.

Additional Requirements

- This post carries responsibility for spiritual leadership, preaching, teaching, pastoral ministry and safeguarding the Church's doctrinal position. Accordingly, the post is subject to a Genuine Occupational Requirement under Schedule 9 of the Equality Act 2010 that the post-holder be a practising Christian who is able to uphold and promote the Church's Statement of Faith.
- Willingness to work flexibly, including evenings and weekends.
- Commitment to safeguarding children, young people, and vulnerable adults.

Safeguarding statement

The Church at Junction 10 is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. We expect all staff and volunteers to share this commitment.

PERSON SPECIFICATION

Job Title: Senior Leader

Assessment method key: A = Application, I = Interview, P = Presentation/Task			
Attributes	Essential	Desirable	Assessment
Education & Training	Strong biblical foundation and commitment to ongoing theological development.	Theological degree or equivalent training.	A
Relevant Experience	Demonstrates a mature Christian faith consistent with the Church's Statement of Faith and Pentecostal ethos		A, I
	Proven experience leading a church, mission or large ministry team.		A,I
	Strong preaching, communication, and pastoral care skills.		I,P
	Demonstrated ability to develop leaders and build healthy, Christ-centred teams.	Experience in multisite or growing church contexts.	A,I, P
	Experience leading vision, strategy, and organisational change.	Experience within Pentecostal/charismatic settings.	A, I,P
	Demonstrates effective interpersonal skills, resilience and sound judgement.	Experience managing staff, budgets, and governance.	A, I
	Experience in producing monthly, quarterly and annual reports including support in the preparation of statutory annual reporting.		A,I,P
	Ability to lead growth in church ministry and/or community activities.		A,I,P
	Ability to lead vision, culture, and discipleship pathways.		A,I
Knowledge & Skills	Understanding of diverse communities and missional contexts.		A, I

Assessment method key: A = Application, I = Interview, P = Presentation/Task			
Attributes	Essential	Desirable	Assessment
	Knowledge in leadership development, team building, and pastoral systems. Understanding of mission, community engagement, and Spirit-led ministry. Competent user of standard office software including Microsoft 365 applications Excellent communication skills; Written and verbal	Knowledge and skills in the effective use of social media platforms.	A, I A, I, P A, I, P A, I, P
Qualities & Aptitudes	A pastoral heart committed to discipling others and helping people grow in their relationship with God. Ability to inspire, motivate, and unify teams. Ability to build and maintain effective working relationships with volunteers, staff, trustees and congregation members. Emotional intelligence and transparency. Demonstrates commitment to pastoral care, safeguarding and responsible leadership.		A, I, P I, P I, P A, I A, I
Other Requirements	Demonstrates experience of leading within a Pentecostal / charismatic ministry context. The postholder will be expected to work flexibly to meet the needs of the Church, including regular evening and weekend commitments. Satisfactory Enhanced DBS. Right to Work in the UK Willingness to commit to the AOG statement of faith.	Ability to travel regularly between church locations and external meetings.	A, I I DBS A, I A, I

Approved by: _____ Signature: _____
(Print name)

Date: _____