

Job Description - Director of All Souls Serve The City

1. All Souls Serve the City today

Many years ago, John Stott paved the way for the All Souls Serve The City initiative. He saw the need for the church to get out there and work amongst the people that needed help. He saw that London is home to two parallel universes – those that have a lot and those that have little. He believed that the church's role was not only to preach Jesus but to serve like Jesus. That is what All Souls have been aiming to continue to this day through the work of the ministries of All Souls Serve The City (ASSTC).

Following the creation of a new CIO (Charitable Incorporated Organisation) on 1st January 2021 to bring together this collection of ministries an exciting opportunity has arisen to lead this umbrella organisation. We are therefore looking to appoint a dynamic individual to the role of Director, who can sustain, develop and grow these ministries, under a unified model.

We seek to demonstrate our love for one another and the city. Bringing gospel hope and biblical truth to dire situations, to homeless and other marginalised people, trafficked women and those suffering with addictions. The same gospel that deals with sin is the one that leads people into new life in Christ. We want to be a church that is known for 'loving our neighbours' and caring for them pastorally. We long to be a people who are all for Jesus, who take up our cross and follow him (Philippians 2:5-8).

Vision

'All for Jesus'

Mission

ASSTC plays a crucial part in the fulfilment of the mission of All Souls Church. Each ASSTC ministry works for justice, hope and creativity in our city through word, service and community as we call all people to new life in Christ. Each ministry is firmly rooted and connected into the life of the church:

- We proclaim the biblical gospel as we serve, holding out God's love to a world in need.
- We help to build a community of grace as we encourage the whole All Souls Church family to be involved in reaching out and as we are all inspired by the stories of lives rescued and brought into the light of God's grace.
- We grow as disciples as we understand what it means to be a Christian by learning of the lives of others and supporting them through service and prayer.
- We impact our culture by retaining our Christian distinctiveness while partnering with a wide range of organisations and services.

All Souls Serve the City

2 All Souls Place, London, W1B 3DA

Reg Charity No: 1192900

email: info@asstc.org.uk

ALL SOULS SERVE THE CITY

- We love one another and our city by reaching out to others with the gospel and message of Jesus through service and compassion.
- We serve the wider church by partnering with other churches around London in our service and by supporting those who wish to set up similar ministries in other neighbourhoods. We welcome volunteers from other churches and aim to encourage, train and challenge as we serve together.

Values

- We aim to help the church family and wider Christian community to respond to the gospel through service in a prayerful, thankful and creative way. We will continue, under the Church's leadership, to humbly review our effectiveness and develop new opportunities as the Lord leads us forward.
- We are motivated by our love of God and our desire to share the good news of Jesus' saving love. Everything we do is undergirded with prayer and we take every opportunity to share the hope we have in Jesus.
- We welcome anyone who seeks our help and we welcome any volunteers who are happy to work within our Christian vision, mission and values.

1.1 Our current ministries

- **ASLAN** (All Souls Local Action Network) ministers among those affected by homelessness.
- **Tamar** reaches out to sex workers in the Westminster area with a focus on providing hope to trafficked victims.
- **Senior Care** serves senior members of our local community.
- **Jellybeans/Club Kids** provides a meeting point for parents and carers in the local community and offers an opportunity to introduce them to Christ.
- **Schools Work** assists in telling primary school-age children about the Christian message and to build a bridge from the school community to the All Souls church community.

2. The Role

The role comprises three principal responsibilities: leadership, management, communication & advocacy.

Leadership

- Execute the vision for ASSTC by setting direction (together with the ASSTC board of trustees) and overseeing the implementation of the strategy
- Ensure gospel foundation and ethos of all ministries
- Represent ASSTC within the broader church context, leading in decision making

Management

- Bring team together and create a flourishing environment
- Line manage and develop ASSTC project managers / ministry leads
- Oversee fundraising and financial position
- Oversee recruitment of all paid team members

Communication & Advocacy

- Provide oversight and communication link to all grant-making bodies, ministry advisory groups, trustees, and to the church family
- Ensure alignment of individual ministry objectives with charity and church priorities
- Steward resources across all ministries

2.1 Key Relationships

The Director (ASSTC) will be employed by the Charitable Incorporated Organisation (CIO). The Director will be accountable to the Chair of the Board of ASSTC, with appraisals run jointly by the Chair and Rector. On a day to day basis they will work as part of the All Souls Church Senior Team.

The Director currently has three direct reports:

1. ASLAN Manager
2. Senior Care Manager
3. Tamar Manager

The Director will liaise with the Senior Minister (Children and Youth) for other ministries including:

1. Club Kids Manager
2. Jellybeans Manager
3. Schools Worker

The Director will also regularly liaise with the Director of Operations and the Associate Vicar.

2.2 Expected Standards

The Director is expected to:

- Fully participate in the spiritual life of All Souls and ASSTC including attending weekly/daily staff prayer meetings.
- Teach the Bible in the context of leading, training and discipling a team.
- Exhibit proactive leadership on health, safety and wellbeing within their own areas of responsibility. This will include regular communication with employees, volunteers, and others to maintain and raise standards.
- Ensure compliance with General Data Protection Regulation principles and practice.
- Be an advocate for and role model All Souls values.
- Be a committed member of the All Souls Church family, belonging to one of the congregations at Langham Place or Cleveland Street.

2.3 Person Specification

Qualifications and Experience:

Essential

- Committed conservative evangelical Christian in full sympathy with the vision, mission and values of All Souls Church ministry, having a theological vision for ministries of mercy and justice, a regard for the supreme authority of the Bible and a desire to communicate the truths contained therein.
- Educated to degree level, or equivalent knowledge, skills and experience.
- Whole-of-life disciple wanting to know Christ more and grow in grace, obedience and Christlikeness themselves.
- Track record in evangelism either through work and/or personally.
- Team player with a servant heart who loves people.
- Committed to the importance of social action ministry as an integrated part of church ministry.
- Supervision of management-level staff with gifts and skills in discipleship and leading a team.
- Organisational development.
- Aware of the issues faced by those living and working in an international city.
- Advocacy for those whose voice is often not heard.
- Working within a cross-cultural or multicultural context and committed to helping others grow as members of God's international church.
- Able to communicate in English effectively both orally and in writing, with excellent interpersonal, administrative and IT skills.
- Relevant qualification and training in missiology, urban mission, ethnology and cross-cultural mission.

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Desirable

- Management of budgets, financial oversight, monitoring and evaluation.
- Certificate in Management or other relevant management and administration certification.
- Urban research methodology.
- Strategic leadership and management.

This job description is not intended to be exclusive or exhaustive. It is an outline indication of activity and will be amended in the light of the Organisation's changing needs.

Find out more:

All Souls Church at www.allsouls.org

Tamar at www.tamarwestminster.org

A new CIO website at www.asstc.org.uk will be live during w/c 18th January

3. Application Details

There is an occupational requirement that the job-holder is a Christian under the Part 1 of Schedule 9 to the Equality Act 2010.

Safeguarding: conditional offers will be made pending the successful completion of an enhanced DBS check which will be processed by All Souls

This is a full-time (5 days per week with significant evening and some weekend work) senior position. An appropriate compensation package from £ 48556 pa, inclusive of London Allowance, will be offered based around the skills, experience and circumstances of the preferred candidate.

For a confidential conversation to discuss details, please email info@asstc.org.uk

Please submit completed applications to recruitment@allsouls.org

Completed applications should include:

- a. A completed application form, available from www.allsouls.org/vacancies
- b. A CV
- c. A cover letter explaining why the role is of interest to you and why you are suitable for the position.

Application closing date: 5pm: 13th February

1st interviews (online): 24th - 26th February

Candidates at 1st interview will be required to make a 7-10 minute presentation, details provided with interview instructions.

2nd interviews: 4th - 5th March

Candidates at 2nd interview will be invited to meet staff and trustees (online) at times to be arranged on 1st - 2nd March

Start Date: As soon as available