

WORSHIP AND CREATIVE LEAD ALL SAINTS HANLEY



Welcome and thank you for considering the role of Worship and Creative Lead at All Saints Hanley. We are praying that God will guide you, by His Spirit, as you consider this exciting opportunity. Anyone who recognises that they have the attributes within this job description and feels they would be able to carry out this role is welcome to apply. We particularly welcome applications for UKME/GMH candidates. We pray that God guides you as you discern if this is the right post for your life and ministry.

Background

The Diocese of Lichfield has received funding from the Church of England with the aim of revitalising the Christian presence in Stoke on Trent, largely among younger communities across the city. Stoke is a wonderful city, full of wonderful, warm people with a proud craft and industrial heritage. Church attendance in Stoke is amongst the lowest in the country and the church exists to counter this trend by being intentionally missional towards students/young adults, and young families.

There will be two strands of work, both based out of repurposed and refurbished spaces within All Saints, Hanley church and the adjoining church hall. The first strand is the reopening of All Saints as a City-wide Resource Church. The other strand is the Encounter Project which aims to create 9 new worshipping communities through church and school partnerships. This role will be part of the resource church strand.

Lichfield Diocese Board of Finance is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All postholders are expected to share this commitment.

Job Purpose

The Worship and Creative Lead exists for two central purposes: firstly, to make All Saints a place with worship at its centre, where people are invited and equipped to encounter the goodness and glory of God in corporate gatherings and in their own lives. Secondly to equip the church to be able to communicate effectively with its various stakeholders both internally and externally.

Job Description

The postholder will:

- Recruit, develop and lead a team of volunteers who can lead worship (including technical production) at a variety of church gatherings including for children and young people.
- Be responsible for developing the worship ethos of the church and taking a lead on developing a culture of worship that is broader than sung worship at corporate gatherings.
- Recruit, develop and lead a team of volunteers who use their gifts to support the communications of the church.
- Develop, and utilise an effective communications strategy, seeding communications expertise in the culture of the church for both internal and external comms.
- Facilitate regular worship events including for specific demographics in partnership with those departments e.g. family worship, student worship nights.
- Lead in developing and sustaining the Church's communications and digital media presence.
- Develop and utilise a branding concept for the church and its ministries including but not limited to graphic design, names, fonts, logos.
- Develop and keep up to date a website and appropriate social media platforms to ensure consistent and effective communication with an awareness that these are often contact points for newcomers/potential visitors.
- Develop and embed tools that enable other departments to communicate well (both internally and externally) and provide training/support as necessary.
- Position the project for continued growth through effective communication.
- Oversee the gathering of appropriate and helpful metrics related to worship and communications in the church and produce reports as required for funders and other stakeholders in coordination with the Operations Manager.
- Manage the Worship and Communications budget lines effectively.

Occupational Requirement

Given the nature of the role and its central place in promoting and communicating the aims of the Diocese and with the provisions of the Equality Act 2010 there is an Occupational Requirement that the post holder be a committed Christian.

DBS

Given the nature of the role and the work with children and young people an enhanced DBS with child barred list is required. Suitable references will be required prior to commencing employment.

Qualifications And Experience

Essential

- A committed Christian, willing to be a vital part of the All Saints church family and to participate in the life of the church as “their church” as well as their place of employment.
- Committed to the vision of All Saints to be a city centre resource church with a hope to be a place of worship, friendship and wholeness for Stoke-on-Trent.
- Experience of growing and leading volunteer teams in worship and communication.
- A worshipper who seeks to worship God with their lives as well as their musical ability.
- Experience of leading worship in a contemporary church setting i.e. typically band-led (drums, bass, keys, guitars and singers) drawing from current worship music and resources. Using musical style, structure, and song selection that resonates with the missional demographics and is accessible to those new to church.
- Excellent communication skills, both written and verbal.
- A flair for graphic design - specifically for churches.
- An understanding of how churches should communicate effectively both internally and externally.
- Excellent attention to detail, the ability to plan, be flexible, prioritise and help others to do the same.
- Ability to lead with sensitivity, manage pastoral concerns delicately and adhere to a high level of confidentiality in line with safeguarding policy and best practice.
- Experience of safeguarding practice and policy in a church setting.
- Experience of developing a volunteer culture which has a high awareness and implementation of good safeguarding practice.
- Skills as a team player with the ability to encourage and work collaboratively and closely with other staff and volunteers.
- Sympathy with the aims and values of the Church of England.

Desirable

- Experience of church planting and the challenges of developing a culture of worship with those not used to church.
- An excellent musician (demonstrated through qualifications, being a multi-instrumentalist or experience of teaching/coaching others) who can coach others to improve, with the ability to direct a band.
- Proven experience and skill in using IT for media production and design.
- Experience of leading worship with students, children, families and young people.
- Experience managing budgets.
- Knowledge of and experience of getting churches to use communications platforms/tools e.g. ChurchSuite, Planning Centre.
- Recognised qualification in music and/or communications.

- An understanding of the challenges related to being a central church funded project and what communication strategies can help mitigate those challenges.
- An understanding of changing communication challenges as the church grows and ideas of how to ensure effective communication at various sizes.
- An appreciation of the diverse nature of the Church of England.

Terms and Conditions

- This is a fixed term post (7years) limited by the duration of the funding.
- The offer of this post is subject to funding approval.
- Hours 35 per week Sun-Thursday – exact pattern to be agreed. Both parties to this contract accept that to do your work effectively there may be occasions when you will need to work more than 35 hours in a week and in such circumstances, you are entitled to take time off in lieu. This time off in lieu should be taken within one month.
- Salary £30,000 per annum.
- Holidays 25 days per annum, plus 8 Bank Holidays + 3 days post-Christmas.
- The employer is Lichfield Diocesan Board of Finance.
- There will be a pension scheme available.
- The role will be subject to completion of a satisfactory 6-month probationary period, with the first review at 3 months; appraisal's will take place annually thereafter.
- Right to Work checks – The successful candidate will need to provide documents to show their eligibility to work in the UK.

This job description is issued as a guideline to assist you in your duties; it is not exclusive or exhaustive. Due to the evolving nature of our service to the diocese this job description may be regularly reviewed to ensure it is an accurate representation of your post. You may, on occasions, be required to undertake additional or other duties as may reasonably be expected within the scope and grading of the post and according to the needs of the Organisation.

Thank you for taking the time to read this job advert, the team hope you are now planning to apply to join them.

Closing date for applications: 5pm, 6th January 2026

To apply, please submit the application and recruitment monitoring forms to:

alan.gault@encounterstoke.org

Interviews to be held week commencing: 12th January 2026

To arrange an informal conversation about the role email:

alan.gault@encounterstoke.org