

City Rise Executive Associate Minister

Reports to **Senior Pastors**

Working Hours **1.0 FTE**

Role Context

City Rise, St Mark's Battersea is a large, vibrant, evangelical, charismatic Anglican church in South-West London, part of the Diocese of Southwark. We are a church seeking to advance God's Kingdom through a Christ-centred, Biblically applied, Spirit-empowered, contemporary ministry. We are passionate about transforming lives in Jesus' name and have a vision to see Faith Rise, the Church Rise, and the City Rise. We are a diverse, growing church made up of adults, children, and young people, with a strong culture of worship, teaching, discipleship, and community engagement.

Role Purpose and Objective

The Executive Associate Minister will act as the primary integrator of the church leadership and staff culture. You will play a key leadership role, working closely with the Senior Pastors to strengthen the leadership and culture of the church; oversee and develop staff and key ministry leaders; build strong volunteer leadership across ministries and ensure clarity, alignment and follow-through across teams.

Our preference is that you will be an experienced, ordained Anglican Priest but we will consider non-ordained candidates. You will have significant experience in church leadership and a strong track record of leading staff and/or volunteer teams. This role is to integrate and build leadership within the church, it is not a pioneering or vision-leading role.

Role Responsibilities

1. Staff Leadership & Development

- Provide day-to-day leadership oversight of staff teams on behalf of the Senior Pastors.
- Line-manage designated staff (as agreed with Senior Pastors).
- Implement clear rhythms of supervision, support, and accountability.
- Develop staff through coaching, feedback, and leadership development.
- Help shape a healthy, unified staff culture.
- Support recruitment, onboarding and integration of staff.

2. Volunteer Leadership & Sunday Culture

- Oversee Sunday volunteer culture and team health across services.
- Strengthen team leadership structures and volunteer pipelines.
- Ensure clear systems for recruitment, training and releasing volunteers.
- Champion a culture of excellence, welcome and discipleship on Sundays.
- Work closely with ministry leaders (worship, youth, kids, production, media, pastoral and hospitality) to ensure alignment and delivery.

3. Ministry Integration & Organisational Clarity

- Ensure clarity of roles, responsibilities, and decision-making across ministries
- Help align ministries around shared vision, strategic goals, and priorities.
- Identify gaps in systems, leadership or delivery and implement solutions.
- Reduce duplication, confusion, and unnecessary complexity across teams.
- Help translate vision into clear, executable action plans.

4. Leadership Development & Discipleship Culture

- Identify, develop, and release emerging leaders across the church.
- Build leadership pathways for staff and volunteers.
- Strengthen discipleship culture in teams and ministries.
- Encourage a healthy balance of pastoral care, accountability, and growth.

5. Pastoral & Spiritual Leadership

- Preach and teach within church services and gatherings.
- Provide pastoral oversight and spiritual leadership where required.
- Participate in sacramental ministry, weddings, funerals, and occasional offices (if ordained).
- Support the prayer and pastoral care life of the church.

6. Strategic Implementation

- Work with the Senior Pastors to implement church vision and priorities.
- Monitor progress and help maintain momentum and focus.
- Act as a key point of integration between vision and delivery.

Competencies

	Essential	Desirable
Experience ● Ordained Anglican Priest ● Significant experience in church leadership (typically 8–15+ years ministry experience) ● Proven ability to lead staff and/or large volunteer teams ● Strong gifting in pastoral leadership, preaching and teaching ● Demonstrated ability to develop and empower leaders ● Experience of organisational leadership and implementation ● Experience as Associate Vicar, Executive Pastor, Campus Pastor or equivalent ● Experience in a larger church/ resource church context ● Track record of leading organisational change or systems development ● Experience overseeing multiple ministries or departments. ● Familiarity with Alpha Culture and effective evangelistic pathways	Y Y Y Y Y	Y Y Y Y Y Y Y
Personal Attributes ● Integrity, discretion, high emotional intelligence ● Emotional and Spiritual Maturity ● A calm, secure, non-anxious leadership presence ● Approachable, dependable, and caring ● Flexibility and willingness to help and support others ● Willingness for accountability and transparency in lifestyle ● Strong alignment with charismatic evangelical Anglican theology and practice ● Ability to bring clarity where there is complexity ● To be sympathetic to the mission, vision and values of City Rise St Marks	Y Y Y Y Y Y Y Y Y	

Role Description_CR

For non-ordained appointments, the post-holder will be an employee of St Mark's PCC.

Hours	Sunday - Thursday Evening attendance at events and services is also required.
Principle Workplace	St Mark's Church, Battersea Rise, SW11 1EJ.
Leave Entitlement	25 days (prorated if part-time) annual leave, plus statutory bank holidays
Salary	£35,000 - £50,000
Occupational Requirement	YES This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1 of the Equality Act 2010. This will be demonstrated by a commitment to supporting and establishing the Church of England Statement of Faith. Due to the role's core responsibilities, the candidate should, if not already, be an active member in the City Rise St Mark's congregation.
Safeguarding	The role requires applicants to demonstrate a commitment to safeguarding children and vulnerable adults of all cultural backgrounds and have a good awareness of relevant policies and procedures, statutory legislation and guidance. Candidates will be required to submit a self-disclosure check at interview and the role will be subject to an enhanced DBS check.
Safer recruitment	We are committed to following safer recruitment practices.
Diversity	City Rise, St Mark's Battersea is committed to creating and sustaining a diverse and inclusive workforce which represents our context and wider community.

For ordained appointments, postholders will be appointed on the Church of England's Clergy Terms of Service, as Locally Supported Ministry, funded by St Mark's PCC. *

A licence from the Bishop of Southwark will be required for the successful postholder.

*This will include a full clergy stipend and accommodation provided.