



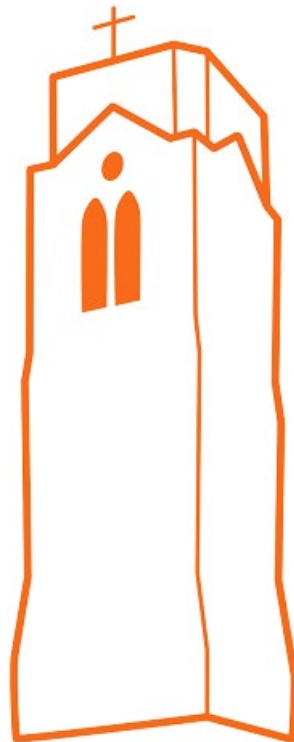
The Diocese of
Southwark

Job information pack

Worship Pastor

Christ Church Peckham

Building a house of 24-7 prayer and worship



**Christ
Centred**

**Outward
Focused**



The Diocese of Southwark

April 2026

Dear Candidate,

My name is Fernando Carrillo, and I have had the privilege of serving as Vicar at Christ Church Peckham since June 2024. During this time, it has been a joy to witness God at work - seeing people come to faith, many baptised, and leaders raised and released to make disciples who make disciples.

I am delighted that you are exploring the opportunity to join our team as Worship Pastor. We are seeking a Christ-centred, pastoral, and gifted leader who will not only lead worship, but help shape a culture of encounter - creating space for people to meet with God and be transformed.

Christ Church Peckham is in a significant season. We are building something here, and by God's grace we are growing rapidly. As we step into a 5-year vision to reach children, young people, and families into a living faith in Jesus, we sense a deep call to go further – in prayer, in worship, and in mission.

Grounded in our values of Humility, Heart, Honour, Hosting, and Holiness, our desire is to see as many people as possible come to know Jesus, become whole, and play their part in building His Kingdom. We are praying for revival that transforms Peckham, London, the UK, and beyond.

If you would like to find out more about Christ Church Peckham and our values, please visit <https://www.christchurchpeckham.org> or contact us at hello@christchurchpeckham.org with any questions about joining the team.

The best is yet to come

Fernando Carrillo



The Diocese of
Southwark



Diocese of Southwark Job Description

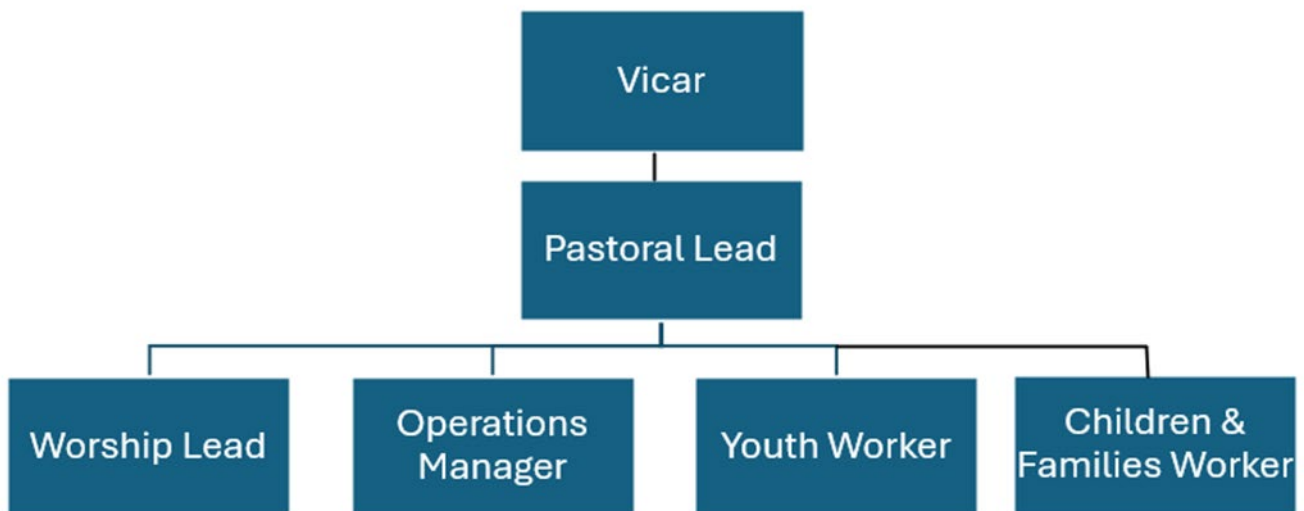
Job Title: Worship Pastor

Reporting to: The Pastoral Lead of Christ Church Peckham

Location: Christ Church Peckham, 676-680 Old Kent Road, Peckham, London SE15 1JF

Key Relationships: Vicar, Pastoral Lead, PCC, Diocese of Southwark Project Team

The chart below shows the line management for the Worship Team Meeting, there will also be an additional reporting relationship to the Parochial Church Council (PCC).



About Christ Church Peckham

Christ Church Peckham is an Anglican church led by Fernando Carrillo, who was installed as Priest in Charge on 23 June 2024. Fernando trained for ordination and completed his curacy at Holy Trinity Brompton, before being sent to Peckham with a small team of around 20 people, all carrying a heart for mission.

In the past 19 months, we have seen significant growth. The church has grown from around 30 regularly attending adults and 20 under 16s, to over 100 adults and 30 under 16s. During this time, we have seen 54 people baptised - each with their own story of encountering Jesus and stepping into new life.

Alongside this, new ministries and communities have been established, including an evening service, a student ministry, CrossFit ministry, prison ministry, courses supporting ex-offenders, connect groups,

and Alpha. We have also hosted a week of 24/7 prayer and worship as we seek to build a culture of continuous prayer and encounter with God.

We believe this is a significant moment in the life of our church. God is moving, people are being transformed, and we are building something that is still in its early stages. We truly believe that this is only the beginning.

Job Purpose / Summary

The Worship Pastor at Christ Church Peckham plays a key role in cultivating a culture of 24/7 prayer and worship, in alignment with the vision of the church.

This is both a spiritual and strategic leadership role, responsible for leading worship, shaping the culture of the team, and developing musicians and vocalists who are not only skilled but spiritually rooted and pastorally formed.

The Worship Pastor will oversee and coordinate worship across services and key moments in church life, helping to create spaces where people can encounter God in a real and transformative way.

At the heart of this role is a desire to see people meet with Jesus, to be set free, made whole, and sent out to live lives of purpose and impact.

CCP:

1. Humility - I lay down my life for others, the way Jesus laid down his life for me. If service is beneath you, then leadership is beyond you.
2. Heart - I love to do hard things and do them to the best of my ability. I pursue personal and professional growth, and I aim to have an excellent spirit in everything I do.
3. Honour - I choose to see the best, believe the best and draw out the best in those around me.
4. Host - I host the presence of God wherever I go and operate in miracles, signs and wonders in my everyday life. I place prayer and worship at the centre of my life and ministry.
5. Holy - I live a life of character and integrity in every aspect of my life.

Please note that this job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content.

Key Responsibilities

Worship Leadership:

- Be the example of a life that desires to see the spirit of God made manifest in their personal life and the life of the church.
- Design, co-ordinate and lead all aspects of worship services and events where worship may take place, ensuring alignment with the church's vision of 24/7 prayer and worship, bringing a proven ability to sing and spontaneously re-direct worship, leading the congregation in response to the Holy Spirit.
- Oversee the preparation of song lists, playlists, and worship content for Sunday services and mid-week meetings.
- Maintain the overall library of worship music.

Team Leadership, Pastoral Care and Development:

- A leader who seeks to constantly grow in their knowledge, wisdom and understanding on the subject of leadership.
- Build and lead a team of singers and musicians, equipping them to lead worship and to host the presence of God.
- Coordinating worship rotas, rehearsals, and team meetings to ensure the worship team are up to date with the church's vision, teaching programmes, and upcoming events.
- Identify and nurture individual skills and gifts, providing regular training and development opportunities.
- Foster a unified and enjoyable team culture through team nights and ongoing communication.
- Ensure alignment with Christ Church Peckham's values through the teams dynamics and operation
- Support the spiritual growth and well-being of team members
- Work with the Operations Manager and Pastoral Lead to identify any continuous improvements within the team's structure and key processes.

Collaboration, Coordination and Digital Media:

- Work closely with other ministry leaders to ensure worship is provided at church events and meetings (where appropriate).
- Partner with other churches, organisations, and individuals in collaborative worship events and activities with an evangelical or missional focus.
- Collaborate with the Creative and Production teams to create playlists, slides, songs, and videos to ensure cohesive worship experiences.
- Assist with the uploading/presentation of audio-visual content online and/or other media platforms.
- Work with the Creative team to oversee and co-ordinate aspects of digital media including social media and our website.

Safeguarding

In accordance with the Church of England Safeguarding Policy, our Diocese is committed to:

- promoting a safer environment and culture
- safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church
- responding promptly to every safeguarding concern or allegation
- caring pastorally for victims/survivors of abuse and other affected persons
- caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- responding to those who may pose a present risk to others

Full details of our Safeguarding Policy are contained with the Diocese of Southwark's, "A Safe Church", which can be found on our website, [Diocesan policies and procedures - The Diocese of Southwark](#)

This includes our commitment to Safer Recruitment, and our policy to abide by the Church of England's requirements contained in the Safer Recruitment and People Management Guidance, [Safer Recruitment and People Management Guidance | The Church of England](#)

You can find a copy of our Whistleblowing Policy and Recruitment of Ex-Offenders Policy on our website, [Vacancies - The Diocese of Southwark](#).

This role requires an Enhanced DBS check (with checks against the Barred Lists]

This role is exempt from the Rehabilitation of Offenders Act.

Applicants are asked to complete and submit the Church of England Confidential Form, which gives applicants the opportunity to disclose details of any convictions, cautions, final warnings and reprimands which are not protected i.e. not eligible for being filtered out in accordance with the DBS filtering rules, and will be displayed on an enhanced DBS certificate.

A Confidential Declaration Form will need to be submitted at the same time as an application for this role. This form is included as part of the application process through the Church of England's Pathways application management system.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Person Specification

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act

Essential	Desirable
Knowledge	
A deep understanding of Christian theology, particularly related to worship, prayer and revival culture.	Knowledge of worship software (e.g., ProPresenter) for managing lyrics, slides, and service visuals.
Confident working knowledge of music theory, including song structure, keys, and harmonies.	Understanding of the cultural and demographic makeup of the congregation to ensure worship reflects and serves the church community.
Confidentiality: Staff must have a strong understanding of how to handle sensitive information appropriately, ensuring confidentiality and not disclosing any non-public information without the permission of the Vicar. They should be knowledgeable in acting discreetly, tactfully, and sensitively when working with individuals from a wide range of backgrounds.	
Adheres to Christ Church Peckham's safeguarding and health and safety policies to maintain a safe environment for themselves and others.	
Skills and Experience	
Proficient in playing a primary instrument (e.g. guitar or piano) and a strong singer with the ability to guide congregational singing	Proficient in playing a second instrument
Proficient in leading planned, spontaneous, and improvised worship, with sensitivity	Experienced with AV systems and production equipment to support worship services effectively
Demonstrates excellent leadership, pastoral and communication skills to inspire, guide, and align the team with the church's vision and to provide spiritual care, and mentor team members	Able to write or select songs grounded in Christian theology to inspire worship and personal reflection
Able to plan and organise worship services, create rotas, coordinate rehearsals, and adapt to changing needs	Additional language skills in Spanish
Capable of arranging and adapting songs for various worship settings and team configurations	
Clear and confident communicator, with active listening skills to understand and support team members	
Flexible and adaptable to changing team dynamics, technical challenges, and worship service needs	
Budget management	

Character and personal qualities	
You embody Christ Church Peckham's values of Humility, Heart, Honour, Host and Holy and seek to follow Jesus in every area of your life.	
You uphold the authority of the Bible and are passionate about worship and leading others in worship	
You are prepared to become an active member of the Christ Church Peckham community	
You are committed to your personal, spiritual, and vocational development	
You demonstrate a self-motivated, flexible attitude and are ready to undertake other duties required for this role	
You live with integrity, respect others, and uphold the dignity and value of everyone	
You encourage, inspire, and motivate others while seeing and nurturing their potential	
You adopt a “serve-to-lead” model of leadership , exemplified by Jesus Christ	
You choose to forgive, listen to, and value others' perspectives	
You take a conciliatory approach to people management and are transparent and accountable in your actions	
You counteract challenges proactively with resourceful, positive initiatives	
You are fully committed to the success of the team and individual members	



The Diocese of
Southwark

TERMS AND CONDITIONS

Worship Pastor

A fixed term, full-time role funded until December 2030.

Outline terms and conditions

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

Christ Church Peckham, 676-680 Old Kent Road, Peckham, London SE15 1JF.

Salary

The post has a salary of £32,000 per annum, depending on experience.

Probation

The appointment is subject to the satisfactory completion of a six-month probationary period.

Hours of work

35 hours per week (variable) across Tuesday - Friday and Sunday

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 8 national bank holidays.

The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months notice should you wish to resign and will receive a minimum of three months' notice.

Equality and Diversity

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.