

Vicar of St Oswald's Church, Norbury

Diocese of Southwark | Croydon Episcopal Area

Job Description

Role Purpose

To provide prayerful, visible, and collaborative leadership to St Oswald's Church, enabling the parish to grow in faith, deepen discipleship, and serve its diverse community with confidence, compassion and creativity.

The Vicar will lead the parish in proclaiming the gospel, nurturing a thriving worshipping community, and building strong relationships across the church, local community, and wider partnerships.

Key Responsibilities

1. Spiritual Leadership & Worship

- Lead and sustain a vibrant, worshipping life rooted in the Eucharist, honouring St Oswald's multicultural traditions while enabling appropriate development.
- Preach and teach in ways that are engaging, accessible, and relevant to everyday life
- Encourage people to use prayer in their own lives and with others.
- Support the spiritual growth of individuals at all stages of faith, offering one-to-one pastoral guidance when requested.

2. Vision, Growth & Mission

- Work with the PCC and congregation to continue to shape and deliver a clear, shared vision for the future.
- Encourage sustainable church growth, numerically, spiritually, and in community impact.
- Build on existing Mission Action Planning and develop new opportunities for outreach and discipleship.
- Enable new and creative ways of being church, including exploring innovative ways to draw in new church members.

3. Leadership & Collaboration

- Lead collaboratively with PCC, lay leaders and volunteers, fostering a culture of shared ministry.
- Encourage, empower and facilitate people to develop and use their gifts and talents to support the life of the church

- Provide clear, confident leadership while remaining approachable and relational.
- Promote a healthy, inclusive church culture rooted in mutual respect and openness.

4. Children, Young People & Families

- Develop and grow ministry with children, young people and families, building on existing foundations.
- Strengthen links with local schools and support their spiritual life and wellbeing.
- Encourage all age worship and participation.

5. Community Engagement & Outreach

- Be a visible and active presence in the parish, engaging with people of all backgrounds and faiths and participating on relevant boards and governing bodies
- Strengthen and sustain relationships with local schools, community groups, partner organisations, public services, and civic leaders.
- Engage confidently within a multi-faith and culturally diverse context.
- Identify opportunities for the church to serve local needs with compassion and creativity.

6. Pastoral Care & Presence

- Offer compassionate pastoral care across the parish, including baptisms, weddings, funerals and visitors.
- Continue and develop pastoral visiting to those at home, in hospital or other care settings
- Foster a culture of pastoral care shared across the church community with others in the church including SPAs and lay visitors.

7. Stewardship, Governance & Operations

- Work collaboratively with the PCC to promote strong governance, financial sustainability, and effective stewardship, with the aim of increasing parish share contributions towards meeting the cost of the Vicar.
- Oversee the care and development of church buildings and resources.
- Support fundraising and income generation initiatives.
- Ensure safeguarding is embedded in all aspects of parish life.

8. Communication & Digital Engagement

- Use a range of new and established communication methods to engage the congregation and wider community.

- Support development of the church's website and digital presence as a tool for mission.

9. Wider Church & Deanery

- Participate actively in deanery and diocesan life.
- Collaborate with neighbouring churches and ecumenical partners.
- Contribute to the wider mission of the Church of England.

Person Specification

Qualifications & Training

Essential

- Ordained priest in the Church of England
- Completion of IME training and up-to-date safeguarding training.

Desirable

- Additional training in leadership, mission, or church growth.

Experience

Essential

- Experience of parish ministry across worship, pastoral care and community engagement.
- Evidence of leading and enabling church growth and development.
- Experience of collaborative leadership and developing lay ministry.
- Experience working in diverse, multi-cultural or multi-faith contexts
- Experience of working with schools, children and young people

Knowledge & Understanding

Essential

- Strong theological understanding and ability to communicate faith clearly.
- Awareness of changing patterns of mission and ministry in today's church.
- Understanding of safeguarding, governance and parish responsibilities.
- Familiarity with Mission Action Planning or similar frameworks

Desirable

- Understanding of digital church and online engagement.

Leadership & Personal Qualities

Essential

- A confident, prayerful and authentic Christian faith.
- Warm, approachable and relational leadership style.
- Ability to inspire, motivate and bring people together around a shared vision.
- Emotionally intelligent, resilient and able to manage change and challenge.
- Commitment to collaboration and shared ministry.

Skills & Abilities

Essential

- Excellent communication and preaching skills.
- Strong interpersonal and listening skills.
- Ability to lead worship with confidence and sensitivity.
- Good organisational and time management skills.
- Competence in administration, accounting and basic IT.

Desirable

- Ability to engage creatively with different styles of worship.
- Experience in digital communication and outreach.

Personal Attributes & Values

- A deep commitment to prayer and spiritual growth.
- A heart for inclusion, welcoming people of all backgrounds and life stages.
- A passion for building community and serving others.
- A commitment to personal wellbeing and sustainable ministry.
- Willingness to live and serve within the multicultural parish community.

What We Are Looking For

We are seeking a vicar who:

- Leads with **faith, spirituality, warmth and authenticity**
- Builds **genuine relationships across church and community**
- Encourages **growth, creativity and participation**
- Values **tradition while embracing thoughtful change**
- Works **with us, and for us**, in true partnership