

The Diocese of
Southwark

Job Information Pack

Media Pioneer

SPRINGFIELD.CHURCH

We believe our God-given vision is to thrive like a Spring Field.

Becoming communities: overflowing with abundant life,
where everyone can belong and find hope in Jesus.



Closing Date: Friday 27th February, 11:59pm

1st Round Interview Date: Thursday 12th March

2nd Round Interview Date: Thursday 26th March



30th January 2026

Hi there!

Thank you for taking the time to consider the role of Media Pioneer based at Springfield Church, Wallington. As a team we're praying for you as you discern whether to apply for this role, which plays a vital part in leading the communications and media storytelling that supports our God-given vision to become thriving communities—overflowing with abundant life, where everyone can belong and find hope in Jesus.

Springfield has been blessed with significant funding from the National Church to develop our pioneering work on the Roundshaw estate and to share what we've learned with other estate churches across the Diocese of Southwark. As part of this innovative project, the Media Pioneer will have a key role in helping us communicate the story of what God is doing across south London: creating digital resources, telling stories of hope and transformation, and producing accessible, high-quality media that will support estate churches as they explore the pioneering models we are developing.

Over recent years, community groups such as Meal & Meditation, Popcorn & Ponder, Tea & Toast and emerging youth spaces have helped people connect with each other and explore faith on Roundshaw. These groups have grown through prayerful presence, participation, and creativity—values at the heart of everything we do. Through this role, you will help capture and communicate these stories, create materials that can be shared with partner churches, and ensure our pioneering remains accessible to the people and communities we serve.

This part-time role is ideal for someone who is both creative and pioneering—someone excited by the challenge of producing media that is beautiful, consistent, and deeply rooted in storytelling and mission. You'll be joining a dynamic and supportive team at a time when God is opening new doors, and I believe the right person will find themselves both stretched and encouraged as part of this journey.

I hope you find the information in this pack helpful as you pray and reflect. If you feel stirred to explore this further, one of our Pioneer Project Directors would love to speak with you—either via email, informally on the phone or in person—so you can get a deeper sense of what God is doing here at Springfield and across the estate churches we are partnering with.

To apply, you can go to the pathways website here: [Pathways application](#).

Please don't hesitate to reach out to Gloria, Pioneer Project Director, for an informal chat about the role at hello@springfieldchurch.org.uk or on 07902755216.

God bless you,

David Atkinson
Pioneer Vicar



Role Description

ROLE:	Media Pioneer
ACCOUNTABLE TO:	Pioneer Project Director
EMPLOYER	The Diocese of Southwark
CONTRACT:	24 months, fixed term - 17.5 hours per week
PURPOSE OF ROLE:	<p>We're looking for a courageous, compassionate and creative Media Pioneer to design, produce and share digital content that will;</p> <ul style="list-style-type: none">a) communicate the life, stories, and impact of Springfield's pioneering work on Roundshaw and beyond;b) support training and equipping of estate churches across the Diocese through digital learning resources, andc) engage young people and families with accessible, relevant media. <p>We would love someone in this role with a passion for Jesus and a desire to bring stories of faith to life, with the ability to produce engaging digital content using their strong technical skills in media production.</p>
RESPONSIBILITIES:	<ol style="list-style-type: none">1. Content Creation and Storytelling (45%)<ul style="list-style-type: none">• Develop and produce high-quality digital resources (photographs, short films, online video courses, training modules, graphics) to capture Springfield's pioneering models (e.g. <i>Meal & Meditation</i>, <i>Tea & Toast</i>, <i>Popcorn & Ponder</i>).• Create media content that tells stories of transformation, discipleship, and community life in an accessible and engaging way.• Take Springfield's branding guidelines and apply them consistently to create beautiful visual assets—documents, flyers, graphics, video edits, and photo edits—using tools such as Adobe Creative Cloud, Canva, and relevant camera/colour presets (e.g. Fujifilm presets).• Write and shape inspiring, engaging and accessible faith-based content for digital platforms, including websites, social media, and training resources, working collaboratively with the Pioneer Project Directors and wider team where needed.• Work closely with the Pioneer Project Directors and other pioneers (Children & Youth, Family, Music & Worship) to ensure their ministries are supported with creative and relevant media.• Develop replicable, low-cost, and adaptable media resources for use by partner estate churches.• Build and train video and photo teams in Springfield to sustain our content creation and storytelling beyond the project.2. Digital Management and Communications (30%)<ul style="list-style-type: none">• Manage and maintain two websites - Springfield Church and the Project website hub and ensure training resources are accessible and up to date.



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- Develop and manage Springfield's social media presence with creative, consistent, faith-based consistent content that engages local community, young people, and estate churches across the Diocese.
- Ensure branding and communications outputs align with Springfield's vision and project goals.
- Work with our volunteer team to support, train and resource them in digital management and communications.

3. Administration (15%)

- Organise and maintain digital media libraries, ensuring content is properly stored, tagged, and accessible.
- Manage permissions, safeguarding considerations, and copyright/licensing for media use (e.g. photos, music, video clips).
- Support day-to-day administration such as expenses, booking equipment, and liaising with external suppliers (e.g. printers, designers).
- Keep clear records of media use and impact for reporting to the Pioneer Project Directors and Diocese.

4. General (10%)

- Attend and contribute to staff meetings (where appropriate), and project reviews.
- Participate actively in prayer gatherings.
- Be part of a prayerful community and prioritise a prayerful and missional approach in work, including leading prayer, joining the team in prayer and being attentive to what God is doing among the communities we seek to serve.
- Actively practice Christian Discipleship.
- Undertake other tasks as required in line with the Pioneer Project.

IDEAL CANDIDATE:

This is a key creative role for Springfield's Pioneer Project, and the ideal candidate will bring both skill and heart to capturing and communicating the life of our pioneering work. They will be someone who has a vibrant spiritual life rooted in Jesus, a deep sense of curiosity, and a desire to use media as a means of invitation, connection, and discipleship.

The postholder will be part of a prayerful community and will be expected to prioritise a prayerful and missional approach in their work, including leading prayer, joining the team in prayer and being attentive to what God is doing among the communities we seek to serve. Ideally, we would love someone to have experience of living in an estate context or working with estate communities.

SKILLS & EXPERIENCE:

Essential

- Excellent storytelling skills, able to communicate faith, community life, and transformation in an accessible and compelling way.
- Proven ability to create digital media (video creation and editing, photography, graphic design, and document layout).



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- Strong competency with creative software such as Adobe Creative Cloud (Premiere Pro, Photoshop, Illustrator/Express) and Canva, with the ability to produce professional, polished materials.
- Ability to apply branding guidelines consistently to create beautiful, engaging visual assets—documents, flyers, graphics, social media content, and video/photo edits.
- Strong understanding of social media platforms and digital communications.
- Highly organised, with excellent file management, attention to detail, and the ability to manage multiple projects simultaneously.
- Ability to self-manage creative projects, organising people and resources to do so.
- A pioneering nature: adaptable, curious, and able to take creative risks while working collaboratively.
- A passion for Springfield's vision to share Jesus in new ways on estates.

Desirable

- Ability to write and shape inspiring, engaging and accessible faith-based content for digital platforms, including websites, social media, and training resources, working collaboratively with others.
- Experience with colour grading and visual editing workflows (e.g. camera presets such as Fujifilm film simulations or equivalent).
- Experience developing online training resources or e-learning content.
- Experience working in a church or Christian organisation.
- Experience of living in an estate context or working with estate communities.
- Knowledge of live-streaming, podcasting, or digital worship tools.
- Confidence in cross-cultural communication and in producing media that is accessible across diverse social and cultural contexts.

These are our ideal requirements, but we know some people are less likely to apply for the role unless they are 100% qualified. We promote a diverse, inclusive and empowering culture at Springfield Church so please apply even if you don't meet all of these requirements.

ADDITIONAL REQUIREMENTS:

- There is a genuine occupational requirement that the post-holder be a practising Christian (under part 1 of Schedule 9 of the Equality Act). We would love the successful candidate to become a committed member of Springfield if possible.
- Attend Zoom morning prayers 9.30am at least once a week.
- Able to work flexibly where needed (e.g. for evening groups as needed). Appropriate 'time off in lieu' will be provided.
- All applicants should have the right to work in the UK and a DBS check will be required.



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DIOCESE OF SOUTHWARK

Media Pioneer

Terms and Conditions

Normal Place of Work

Springfield Church, 38 Stafford Road, Wallington SM6 9AA.

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.

Length of contract

The post is funded for a fixed term for 24 months.

Salary

The post has the salary of £16,000 per annum (£32,000 pro rata).

Probation

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

Hours of work

17.5 hours per week, to include Wednesday morning staff meetings.

Holiday Entitlement

You will receive 26 days annual leave per annum (pro rata), increasing to 31 days (pro rata) 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



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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.

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.



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It's not the one who
PLANTS
or the one who
WATERS

who is at the centre of this process

but **GOD**
who makes things
GROW

[1 Corinthians 3:7]

2026

ABOUT SPRINGFIELD:

Springfield Church is based in Wallington, South London, and was planted as a fresh expression from a local church over thirty years ago, particularly focussed on reaching those who would not normally connect with traditional church. So we are not your typical Church of England church!

We believe our God-given vision is to thrive like a Spring Field. Becoming communities: overflowing with abundant life, where everyone can belong and find hope in Jesus. This is a vision not just for ourselves, but for the communities that we find ourselves within, as we try and live out our values of courage, compassion and creativity.

LIFE IN WALLINGTON:

Wallington is a great place to live! It is situated between Croydon and Sutton with great links to Central London and the wider countryside. There are many good primary and secondary schools and many people like the area so much they stay for life.



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PIONEERING JOURNEY:

If you like 'business as usual' we are not the place for you! Being without a building means we don't 'settle'; and things are constantly developing as we grow and seek new ways to build connections with our community. Having met at a local secondary school for many years, during the pandemic Springfield started holding its Sunday services on the Roundshaw Estate (the first time in an actual church building), which coincided with a renewed passion to Pioneer within the community, mainly out of the local community centre. The pioneering has thrived, and we have developed a range of groups and approaches to connect with adults and young people who had not prior connection with church. The combination of our services being on the Estate and the development of our Roundshaw pioneering has meant we have all been on a journey of 'mutual transformation' as we seek to discover God's gift of being from different backgrounds and experiences from one another.

THRIVING & SHAPING CULTURE:

By being part of Springfield you would be joining a dynamic and quickly growing team, and you will have a chance to shape that culture - it is an exciting time to join in with what God is doing! And as a staff team we want to thrive in every sense: giving ourselves fully to our calling; being equipped and supported as we do it and seeking to support others around us; finding joy in seeing God at work - but also ensuring we are working and living from a place of abundance, rest and deep rootedness in God's presence. This will be our commitment to you and we are so excited you are considering this role.

EXAMPLES OF OUR PIONEERING

Overview of Tea & Toast

<https://youtu.be/mwHmb3YGvRU>



Overview of Meal & Meditation:

<https://youtu.be/U7zZqZAjeVI>





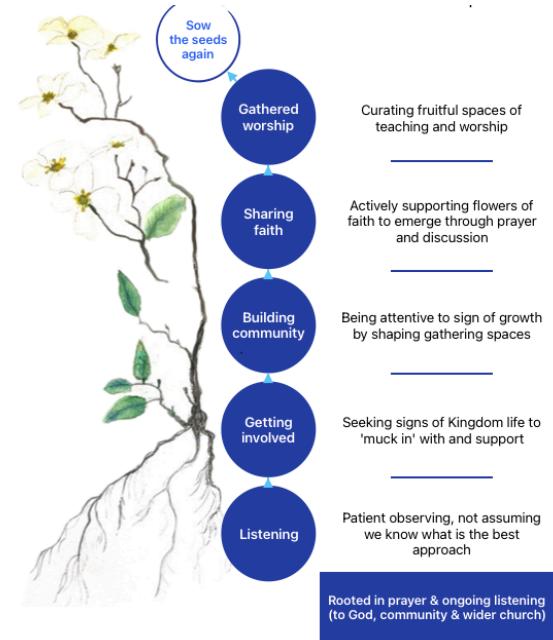
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OUR VALUES-BASED APPROACH TO PIONEERING

COURAGE (Prayerful presence) – as with all Pioneering approaches, Springfield has learnt the importance of everything being rooted in prayer from day one. Being prayerfully-present as a team over a long period of time has been vital for building connections and being present to what God was already up to. All of the groups have been in neutral community spaces rather than a church building. Springfield has learnt about the need to walk through ‘open doors’ in the community, and also being ready to adjust when something beyond the church’s control happens without warning (like building works on a space you use) is key for fruitful pioneering on Estates. A final essential component of ‘prayerful presence’ has been to ensure prayer is on offer at all the Pioneering groups, no matter how lower down the pathway and ‘accessible’ they are. Springfield has found Estate residents almost always open to the offer of prayer (in person or through offers such as prayer boxes) and the church has learnt that there must always be an ‘offering of the transcendent’ in all its spaces, while ensuring it’s not ‘forced in’ but gently offered, always flowing within everything else going on.

COMPASSION (Participation, openness & low maintenance) – Springfield intentionally did not start its Pioneering journey from a Sunday service and instead took a grassroots approach as outlined in the diagram. The team envisaged Roundshaw as a garden and recognised God was always at work on the estate (including previous Springfield engagement) - there were already seeds in the grounds, plants and trees in place, and it was vital to spend time to understand what was already taking place. Being part of the Roundshaw Community Network has allowed the team to genuinely join in with other peoples’ agenda and build trust. By supporting the Summer and Christmas Roundshaw Fairs taking place Springfield can be meaningfully present in these spaces without having the high maintenance of actually putting on ‘big impact’ missional events which can take a church’s full resources. When the time came to develop Springfield-specific spaces, the church sought to partner with other local organisations where possible, and always set up the spaces for maximum participation and low maintenance.

This participative model has ensured that instead of ‘putting something on’ for other people where an invisible divide is always present, Springfield has structured everything to allow an attendee to be involved from day one. This takes time and energy at the start to set the culture and is a juggle between having a desired level of excellence and all being involved; but it has been so effective in terms of both the missional fruit and that the spaces can be sustained much more easily with low resources.





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CREATIVITY (Curiosity & Adaptation) – Springfield has been discovering what works on Roundshaw and has changed and adapted ongoingly by using regular and varied feedback loops (through regular community surveys, analysing attendance, questionnaire feedback, informal conversations etc). Estate Pioneering is inherently fragile and has an unpredictability to it, especially in terms of people who are being connected with (with a natural ebb and flow of people connecting and disengaging for a while), so it has been essential to take a flexible approach. In line with this, Springfield has been learning to take a stance of ‘curiosity’ which has been particularly important across differences of race and class. This pioneering journey has increased the diversity of the church community in both these areas, and again, not assuming the church ‘knows’ the best approach straight away has been important for going on a journey of mutual transformation.