

Job information pack

Bilingual Worship Leader (English & Spanish) St Matthew's @ the Elephant and Christ Church Brixton Road

An exciting role for a gifted worship leader who is passionate about church growth and development.



August 2025

Dear Candidate

I am delighted that you have expressed interest in the role of Bilingual Worship Leader based at Christ Church, Brixton Road and St Matthew's Elephant and Castle, and I hope that you will find the information provided in this pack helpful.

This is an exciting opportunity to join our leadership team as we seek to establish and grow new worshipping communities within the Elephant and Castle and Brixton area.

We are excited by this project and hope that this will provide an opportunity for someone who is passionate about worship and Church growth and development.

If you feel called to be part of this journey and have the necessary enthusiasm, skills and experience then we would be delighted to hear from you.

If you would like an informal discussion about the role, then please feel free to contact me.

Yours sincerely,

Revd Dr Hugo Adán Fernández

rector@stmatt.co.uk



The Diocese of
Southwark

Job Description

Job Title: Bilingual Worship Leader

Reporting to: Team Rector

Location: St Matthew's, Meadow Row, London SE1 6RG and Christ Church Brixton Road, 90 Brixton Road, London SW9 6BE

Key Relationships: Team Rector
Church Leadership Team
Director of Operations and Parish Staff
PCC of St Matthew's and Christ Church
Spanish Speaking and English Speaking Congregations
Diocesan Project Manager and the Core Programme Team

Background to the job

This is an exciting opportunity for a Worship Leader to play a key role in helping two churches to grow and thrive.

Christ Church Brixton Road, working in partnership with St Matthew's, Elephant and Castle has been identified as one of the places in the Diocese of Southwark where there is a clear opportunity for growth. As a result of a successful bid by the Diocese of Southwark we have obtained the funding for this post from the Church of England's Strategic Development Fund.

We want to appoint a Bilingual Worship Leader to join our leadership team to ensure that we realise our vision to enhance the worship at Christ Church Brixton Road and St Matthew's. This will include continuing to build and develop a worship band that leads worship in services.

Job Purpose / Summary

Our vision at Christ Church and St Matthew's is to shape the liturgical worship with the same passion that we live our call to mission. This is why we are looking for someone to lead, from a catholic perspective, the music in our contemporary sacramental services. We want both English and Spanish congregations to thrive and grow, enjoying our services as encounters with God through Sacrament, Word, beauty and social commitment. We value the traditional settings other churches have with their beautiful choral traditions, but we are looking for new ways to

express our worship and faith. We are convinced that good worship music will help congregations to inhabit the liturgy more and will lead us also to growth.

Key Responsibilities

- Build upon the vision for the musical worship life of Christ Church and St Matthew's in English and Spanish and lead the practical outworking of that vision
- Train and develop musicians to lead worship
- Develop the culture of creativity within the church family
- Organise and provide music teams and support for all church services, activities and events
- Co-ordinate musicians & worship on Sundays
- Co-ordinate musicians for Christmas/Easter & any other seasonal activities
- Co-ordinate music for Life Events
- Resourcing worship leaders and musicians within the Diocese.

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.

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. The role will be subject to a DBS check.

Essential	Desirable
Values, Skills and experience	
A practising Christian with a heart for Jesus, a desire to grow in faith and share the parishes' vision for contemporary catholic mission.	Knowledge of the workings and structures of the Church of England and an understanding of the place of music within the liturgy.
A high level of practical musicianship and experience of leading teams of musicians.	Prior experience of directing the musical life of a church.
The ability to inspire and encourage individuals and groups to discover musical potential.	
Willing and able to work in both English and Spanish.	
Able to work as part of a team.	
A pioneering spirit, committed to reaching out to unchurched and de-churched people and enabling people to grow in their relationship with Jesus.	
Self-motivated, highly organised, energetic, and practical, with a determination to see through new projects.	
The ability to work collaboratively with others and support a team of volunteers.	



TERMS AND CONDITIONS

Bilingual Worship Leader

(part-time, 21 hours per week)

fixed term until end June 2028

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

Your normal place of work will be Christ Church Brixton Road, 90 Brixton Rd, London SW9 6BE and St Matthew's, Meadow Row SE1 6RG

Salary

The post has a salary of £22,720 pro rata [£37,867 FTE] per annum.

Probation

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

Hours of work

21 hours per week, including Sundays and some evenings.

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 2 local and 8 national bank holidays. [Pro rata for part-time hours]

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.

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 manager or other senior members of staff available.

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.

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.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of

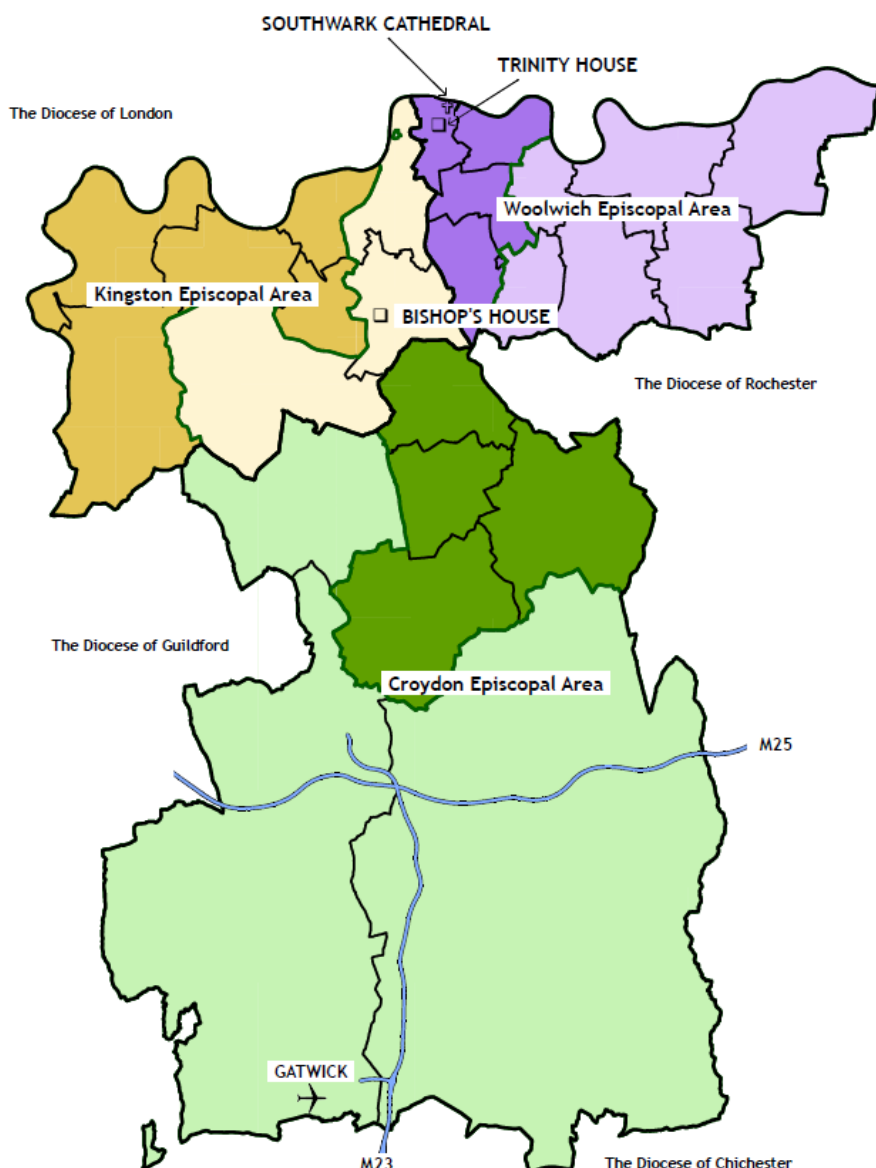
The Diocese of Southwark serves...

2.9 million people

in the **16** local authorities of South London and East Surrey

356 places of worship – a church and presence in every community

schools educating **100** young people



the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The Diocese is divided into six archdeaconries and twenty-five

deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

SOUTHWARK VISION 2024 – 2035

Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

Our priorities are:



Parishes

We value all our parishes and are committed to enabling and serving them, so they can minister to the whole people of God in their local context.



Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced and well-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.



Growth

We will grow our existing churches, including revitalisation initiatives, and establish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.



Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to see our churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.



Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.



Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that we face including safeguarding, social justice, racial justice and care for creation.



The staff who work across the whole Diocese have a core purpose and values that set out their role in supporting the Diocese achieve its Vision and priorities. These are known under the banner of ‘Lead, Enable, serve’ and are summarised in the table that follows below.

<p>DIOCESAN STAFF PURPOSE</p> <p>To serve, support, lead, and enable the mission of the God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.</p>
<p>DIOCESAN STAFF AIMS</p> <ul style="list-style-type: none">• To support our parishes and clergy so that they are energised, equipped, and empowered through specialist advice, leadership in ministry, training and development, good housing and by building effective relationships.• To meet our statutory and regulatory obligations, and to be proactive in leading and disseminating good practice.• To evaluate and allocate resources effectively, in line with the vision, aims, values, and policies of the Diocese.• To resource, and support mission and evangelism, vocational discernment, training, and ongoing development for lay and ordained ministries.• To ensure that all our structures, policies, practices and the way in which we communicate are fit for purpose now and in the future, through regular review and continuous improvement.
<p>DIOCESAN STAFF VALUES</p> <ul style="list-style-type: none">• Effective Stewardship of resources• Collaborative Team Working• Respect for all• Transparent Accountability