



The Diocese of
Southwark

Job information pack

Worship Team Leader

An exciting missional role helping to cultivate a 24-7 prayer and worship culture



676-680 OLD KENT ROAD, PECKHAM, LONDON, SE15 1JF

Closing Date: 15th March 2026

Interview Date: 25th March 2026

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The Diocese of
Southwark

February 2026

Dear Candidate,

My name is Fernando Carrillo. I have been the Lead Pastor at Christ Church Peckham since June 2024. Since then, God has been doing amazing things in our community, especially amongst young people.

I am delighted that you are interested in joining our team as a Worship Team Leader!

With the National Church's support, the Diocese of Southwark is currently investing in programmes that will grow its parishes and produce fruitful ministries. As part of this investment, Christ Church Peckham is embarking on a 5-year project to grow our church, by reaching children and young people and their families in our area. Underpinned by our values of Humility, Heart, Honour, our goal is to meet and serve people where they are, lovingly and with intentionality.

We are looking for Christ-centered, relational and resourceful new team members to play key roles for working out God's purposes for Christ Church Peckham and the surrounding area, which is in the process of transition.

Our goal is to build on what God has already been doing in Christ Church Peckham and be awake to opportunities God is giving us to cultivate new communities and spaces for people to meet with Jesus. Our hope and prayer is that missional team players who are passionate seeing our community thrive will apply to be part of something bigger that God is doing in Christ Church Peckham and the surrounding area.

For more information about Christ Church Peckham, please see <https://www.christchurchpeckham.org> or email hello@christchurchpeckham.org if you have any questions about joining our team.

The best is yet to come

Fernando Carrillo

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The Diocese of Southwark

The South London Church Fund and Southwark Diocesan Board of Finance is a company limited by guarantee (No 236594)

Registered Office: Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW. Charity No 249678

Company Secretary: Nicola Thomas





The Diocese of
Southwark

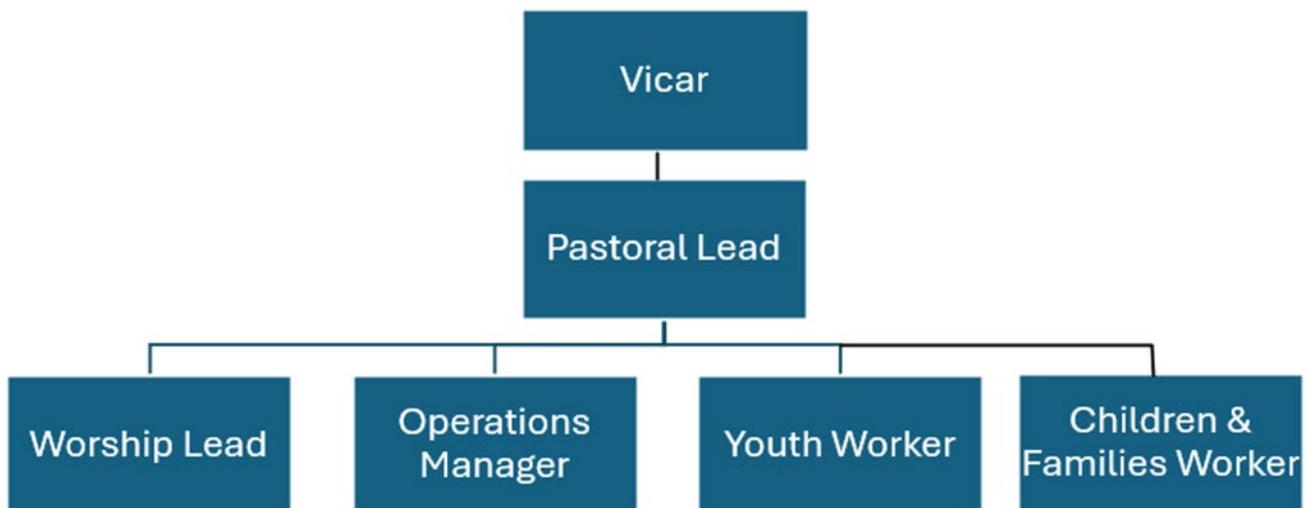


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Diocese of Southwark Job Description

- Job Title:** Worship Team Leader
- 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. He trained as an ordinand and completed his curacy at Holy Trinity, Brompton Church. He joined Christ Church Peckham with a team of around 20 people all with a heart for mission in Peckham. Our vision is to help people believe in Jesus, become whole and build God's Kingdom.

We are aware of the unique mission opportunities presented by Christ Church Peckham's location which is identified by most local people as being in Peckham; however, is situated in the Old Kent Road Ward in Southwark.

The Old Kent Road Ward has been designated as an Opportunity Area in the Mayor's London Plan. This includes the potential for 12,000 new homes and 5,000 new jobs in the nearby area by 2041. The area surrounding the church is within the Bakerloo Line Extension Growth Corridor.

Job Purpose / Summary

The Worship Team Leader at Christ Church Peckham plays a vital role in fostering a culture of 24/7 prayer and worship in alignment with the church's vision. This role is responsible for leading and coordinating worship, developing a strong and spiritually mature worship team, and ensuring a seamless and engaging worship experience across all services and events. The Worship Team Leader will work with the Pastoral Lead to cultivate an environment where worshippers encounter God, grow in faith, and live out the values of Humility, Heart and Honour.

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:

- 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.
- 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:

- 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.
- Recruit, lead, develop, and pastorally support worship team volunteers, offering guidance within a Christian theological framework.
- 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 of heart, humility, and honour.
- Support the spiritual growth and well-being of team members, fostering a culture of prayer and worship in all team activities.
- 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 all church events and meetings.
- 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.

Person Specification

Essential	Desirable
Knowledge	
A deep understanding of Christian theology, particularly related to worship and prayer.	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 strong vocal 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 and Honour 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 Team Leader

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.

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.

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 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 of Southwark serves...

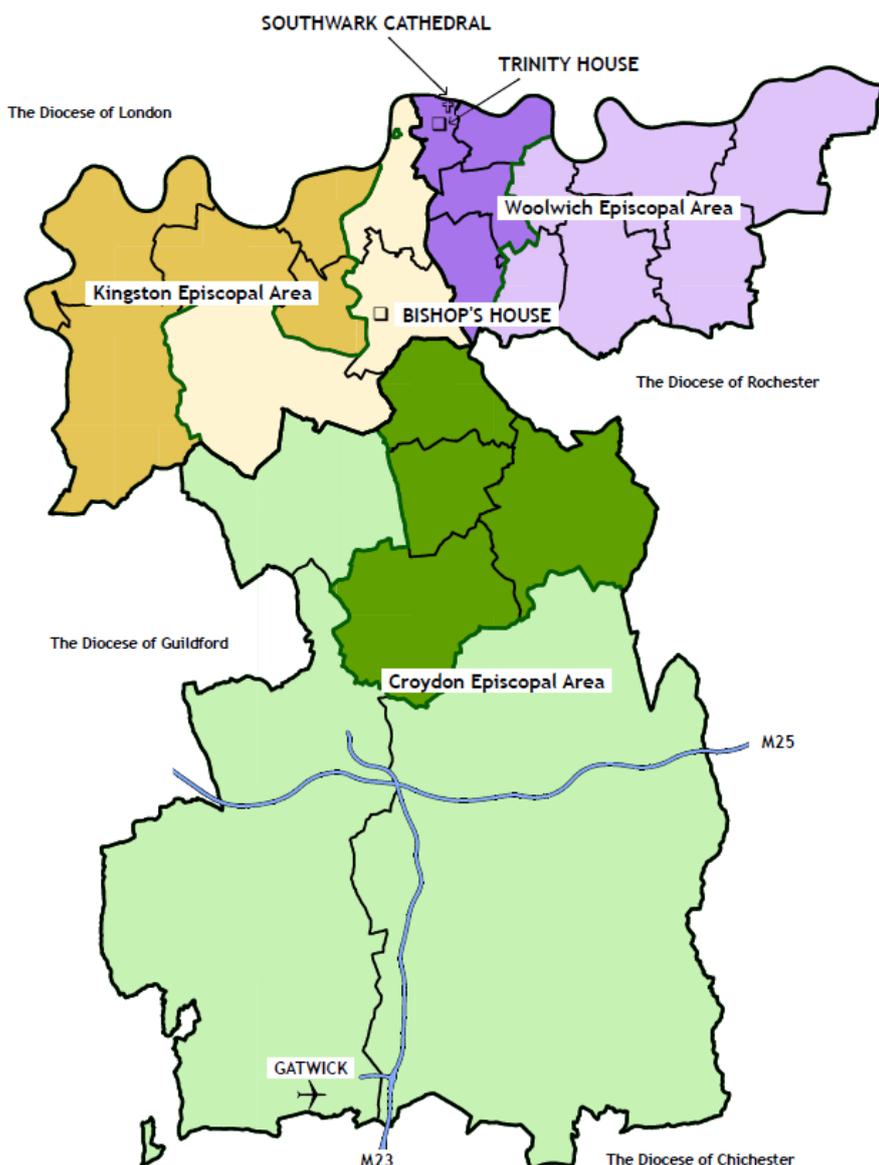


2.9 million people

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

through **356** places of worship – a church of England presence in every community

and **103** church schools educating more than **37,000** young people



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 style="text-align: center;">DIOCESAN STAFF PURPOSE</p> <p style="text-align: center;">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