



## **Dublin West Community Church Pastor: Job Description**

Dublin West's mission as a church is that we seek to 'Follow Jesus by loving God (up), loving one another (in), and loving our neighbour (out)'. We want a Pastor to serve the church by using their gifts and abilities to help us grow in our following of Jesus. The Pastor will model, teach, nurture and disciple a love for Jesus, his people and his world, and what it means to live out the Christian faith in today's Ireland.

This is a leadership role and one of the main tasks of the Pastor will be to lead the Leadership Team of Dublin West Community Church (DWCC) in a manner that is empowering and enabling of both the team and the whole of the church.

The Pastor will have a range of specific tasks/roles. It is envisaged that most of these will play to the Pastor's main gifts and abilities. The exact balance of roles will depend on the candidate selected and their particular gifts, abilities, experience and passions. However, it is recognised that there will be tasks that fall outside the person's primary gifting but will need to be done. This is part of the servant attitude that we are seeking from all the members of DWCC.

### **Leadership**

It is imperative that the pastor is committed to and embraces the concept and practice of servant leadership that values collaboration, diversity, and unity. This has implications for how leadership is understood and practiced within DWCC. The church is led by the leadership team, which the pastor will be a part of. They will need to develop good working relationships with the other leaders and enable them to fulfil their role. The following are some aspects of leadership that are important to us:

- The leadership function of the pastor will be expressed within the leadership of the Leadership Team; it is vital that the Pastor can work well with the leaders.
- A self-aware and self-critical attitude in regard to leadership functions is vital for the flourishing of leadership in DWCC.
- The pastor will lead both by example and by equipping, empowering and mobilising others to do what needs to be done; the pastor will need to be able to delegate effectively.
- A key element of leadership in DWCC will be to lead, be creative and mobilise others in mission, ministry, and faithfulness in the workplace.
- Supervise and mentor any other employed staff or "official" volunteers, where applicable.

- Able to lead the leadership team to set strategy and implement plans, and then communicate that to and implement it with the whole church.

### **Discipleship and Pastoral Care**

- Model and build a culture of discipleship and spiritual growth and development in the church.
- Oversee and organise discipleship initiatives and activities within the life of the church, preparing and making available resources and materials. This will involve supporting and empowering the leaders of small groups.
- Be an active part of a connect group (midweek discipleship group), most likely as a leader.
- Get to know the lives and discipleship challenges of the members of the church.
- Provide oversight of the pastoral care of the church, including setting up structures for care and leading in implementing care. The Pastor will not be responsible for all of the caring activity, but they will need to take a role in shaping DWCC as a caring community.

### **Preaching & Worship**

- Be responsible for planning the preaching/teaching on Sundays (the Pastor will be significantly involved in the delivery of this); be engaged with the preaching team to enable them to enhance their gifts.
- Be responsible for the planning and leading of our Sunday services; it is vital that this involves others (being responsible should not be read as an expectation of doing everything).

### **Mission**

- Model and teach the church what missional engagement looks like today.
- Build a culture of missional engagement in DWCC, empowering the church members to engage with and interact with their communities in ways that are natural and marked with integrity.
- Encourage and nurture new missional initiatives in the church, enabling and empowering others to use their gifts and abilities in this direction.
- Lead the church in becoming a more effective missional community. Part of that will be to enable us to grow in our community impact and to reach and interact with a younger age demographic.

### **Other**

- Any other duties as may be required.
- Take part in ongoing professional development as agreed with the Leadership Team.

## **Terms of employment**

This is a full-time role. It is envisaged that aspects of the job will take place outside the typical 9-6 routine of work.

**Hours:** 40 hours per week

**Salary and terms of employment:** the remuneration package will depend on experience and qualifications; this will be available on request and can be discussed at interview

**Location:** Dublin 15

There is a Genuine Occupational Requirement (GOR) that the post holder is a Christian. Appointment to this post is subject to satisfactory Garda vetting.

References will be required but will not be requested without first informing the candidate. We will be asking your referees to provide information on both your character and your skills.

## **Pastor: Person Specification**

We are seeking a pastor whose life and ministry reflect Christ-like qualities. The candidate must demonstrate a deep personal relationship with Jesus, a clear sense of pastoral calling, and an understanding of the spiritual and social landscape of Dublin 15.

A range of character traits and key skills will be required for this role. It is important to note that we are more concerned with the person having the right character and being willing to work alongside DWCC than simply having a set of specific skills. The key requirements below are, therefore, more focused on character traits. These traits are the things we want to see developing in all of the members of DWCC, and, therefore, we are not setting a different standard for our pastor. It is important that any applicant can demonstrate that they meet the essential requirements.

The list of desirable requirements is an outline of attitudes, skills, and qualifications that will enhance your application. However, they are not essential for applying for the role.

As part of your application (see application document for further details) please provide us with a letter or some sort of mapping document that includes specific examples of how all the key requirements and as many of the desirable requirements that apply have been evident in your life and ministry.

## **Key requirements**

The person will need to be in full agreement with our doctrinal statement, both in terms of belief and practice.

We recognise that no single person will perfectly embody all these qualities. However, we are seeking someone who can show us both achievement and progress in these areas.

The candidate will:

- Have a mature and vibrant faith in Jesus Christ with an accompanying commitment to mission.
- Have a call to ministry/mission and proven ability to lead and empower people to be followers of Jesus.
- Have an obvious servant heart and a desire to learn; humility is a key trait of their character.
- Be self-aware with the ability to be self-critical - and the ability to work graciously with others with different perspectives.
- Be biblically literate and demonstrate an ability to practice the Bible and model a biblical lifestyle.
- Have an ability to communicate the Bible in a way that engages others and empowers them in their faith journey; able to relate the Bible to life and the challenges of 2020s Dublin 15.
- Have had some experience of Christian ministry and mission (typically at least 3-5 years, paid or voluntary).
- Have had experience of Christian life and/or ministry in the Republic of Ireland.
- Be able to enthusiastically embrace the identity, ethos and multicultural dimensions of DWCC, including the diversity of views on a range of areas that are part of DWCC (this includes a commitment to work with our current leadership team).  
This will also involve relating well to other churches and church leaders in our area.
- Have sufficient pastoral caring skills and relevant experience to minister to the DWCC community with tact and wisdom. They will be able to get along with and befriend people, demonstrating communication skills with adults, youth and children.
- Be self-motivated, able to work on their own (and manage their own time), disciplined, organised, flexible and enthusiastic.
- Will have a recognised theological or ministry qualification.

## **Desirable requirements**

It is desirable, but not essential, for the candidate to have the following:

- Higher degree in theological or ministry studies.
- Specialised training, for example in pastoral care or missional leadership.
- Proven ability to lead an organisation (such as a church or a parachurch organisation).
- At least 5 years' experience of life and ministry in the Republic of Ireland.
- Ability to lead a team.
- Significant experience in leading small groups.
- IT ability, including digital and social media communication.
- Competence in administrative roles, whether personal or work-related.

- Driving license and own transport.
- Willingness to relocate to Dublin 15 area.
- Experience of intergenerational ministry.

## **Pastor Application Instructions**

Thank you for your interest in this role.

If you are considering applying for this position then please read make sure you have read the job description and person specification [on the website]. For further information a 'church profile' of Dublin West is available; please email [recruitment@dublinwest.ie](mailto:recruitment@dublinwest.ie) to receive a copy of this. If you have any clarifying questions on the recruitment process please email us at the above address.

To apply for this position please submit the following documents to [recruitment@dublinwest.ie](mailto:recruitment@dublinwest.ie)

1. An up to date CV. This CV should include the details of 3 referees including one ministry reference and one personal / character reference; one of the referees should be a church leader / pastor / minister who knows you well. We will not contact these referees without your explicit permission.
2. A document which explains with relevant examples how you meet the key and desirable requirements listed in the person specification document. Please give as much information as possible about how your skills and experience match the criteria.

These documents need to be in either Docx (Word) or PDF format.

The closing date for applications is 31<sup>st</sup> August 2026.