

Job title: Arts Chaplain at St Margaret's Church, Durham (supporting mission in the parish through arts/music/cultural life)

### **Short advert/summary**

St Margaret's Durham is seeking an ordained or lay person with energy and ideas to engage people with God and with the worship of the church through arts and imaginative activities.

St Margaret's is a Church of England church in the Liberal Anglo-Catholic tradition in the heart of a university city; we have a linked church Primary school and links with the University and local charities. We are part of the Inclusive Church network.

We are seeking someone who can use their skills and faith to help inspire and involve people as part of the life and service of Christ, drawing on the outstanding cultural and historical setting of Durham and making the most of our beautiful 12<sup>th</sup> century church building.

This role is fully funded for a 3 year fixed term at a starting salary of £30,000. We are offering this as a full time (35 hours per week) role including some evening and weekend work. However, we are willing to discuss flexible options with the ideal candidate. For more information, please view our website <https://stmargaretsdurham.org.uk/> or request an Application Pack by email to [parish.smxg.sjnx@gmail.com](mailto:parish.smxg.sjnx@gmail.com)

The closing date for applications is 11 May 2026.

### **Full role description**

Our Chaplain will support the Rector by creating and leading activities to engage the people of Durham with God and with the worship of the Church. They will draw on St Margaret's existing ties within the local community, as well as forging new links, to encourage people to come to faith and to help grow our congregation. In doing so, they will make the most of their own gifts and skills to engage people who, while they may be involved in the cultural life of the city, university and region, may not have yet found a way to relate to God.

St Margaret's is a Church in the Liberal Anglo-Catholic tradition. Among several Church of England parishes in and around the City, we are set apart by our combination of traditional modes of worship with a progressive position on social issues. We are part of the Inclusive Church network and seek to be open and welcoming to everyone.

The Church is well situated in the heart of the beautiful, historic city of Durham. Durham is a small city, surrounded by superb countryside and close to the coast, but also has excellent transport links to London, Manchester and Edinburgh. It is a friendly and welcoming place, ideal for those hoping to put down roots or raise a family.

As a Church, we are extremely fortunate to have excellent facilities. Our beautiful Church building is Grade 1 listed; our Parish centre has warm and friendly spaces for community gatherings; and we have a beautiful green churchyard. We also have strong connections to several local groups and charities. We have a church Primary school; ties to St Cuthbert's college and particularly its choir; and are strongly linked to St Margaret's Centre, a local charity and community hub.

Our Chaplain will find creative ways to use these spaces and connections to draw members of our local community toward the Church. We are looking for somebody self-motivated, who can work independently to launch and realise their projects (with support from the Rector and the congregation). There is a lot of scope for you to make this role your own, and to use your own inspiration to incorporate the arts and culture.

**Start date:** between July – September 2026 depending on candidate availability

**Contract:** This is a fixed term appointment for 3 years. It will have a probationary period of six months.

**Hours:** This post is a full-time position with a normal working week of 35 hours. However, we are willing to discuss flexible options with the ideal candidate.

The post will require a flexible approach to working hours and the post holder will be expected to work the hours reasonably required to fulfil the duties of the post, as agreed with the Rector. This will include attendance at evening and weekend meetings and events, including some Sunday morning services. Hours will generally be worked over a 5-day period. Lunch and any other breaks are unpaid.

**Place of Work:** Your regular place of work will be Antioch House. Flexible working arrangements, including working at home, can be agreed with your line manager.

**Employer:** Durham St Margaret's Parochial Church Council

**Line Management & Supervision:** The employee will be line managed by the Rector with lay volunteer assistance. This is a brand-new role which the successful candidate may largely design for themselves against a set of agreed objectives and regular feedback. They will enjoy a caring working environment with autonomy to try new things balanced with support, advice and encouragement.

**Salary and Pension:** We can offer a yearly salary of £30,000 based on a 35-hour week plus employer's pension contribution of 3%.

**Other Benefits:** We will look favourably on requests for support with further relevant training and attendance at workshops or conferences.

**Annual Leave:** Five weeks holiday plus Bank Holidays

**Safeguarding:** St Margaret's is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment, and all appointments are subject to acceptable pre-appointment checks, including a satisfactory Enhanced DBS Check.

**Responsibilities:**

- To develop and implement projects/initiatives that will help to engage the people of Durham with God and the worship of the Church
- To draw on the arts and cultural heritage of St Margaret's to encourage stronger links between the Church and the wider community
- To ensure that all relevant regulations and safeguarding policies for working with children and young people are understood in each setting, adhered to and complied with.
- To undertake training and engage with continuous professional development, to support your effective completion of the role

## Person Specification

**Essential criteria**

- The ability to work constructively as a member of a team, as well as the ability to lead, inspire and organise others.
- The ability to work creatively and flexibly to find new ways to connect St Margaret's with the wider community.
- A passion for making the most of artistic, musical, cultural, intellectual or other expressions as a way of engaging with God, Father, Son and Holy Spirit.
- The ability to work independently, managing your own time to bring projects to completion.
- Excellent interpersonal skills and the ability to relate well to a wide range of people, both within the congregation and in the wider community.
- Good spoken and written communication skills.
- Five GCSE's at least Grade C or level four (or equivalent) including English Language and Mathematics or equivalent experience.

**Desirable criteria**

- Experience with leadership, community outreach, or mission roles
- A practical understanding of theology
- Experience of working with children or young people
- Degree or equivalent-level qualification in a relevant subject area
- A recognized qualification in chaplaincy, theology or pastoral care

**Genuine Occupational Requirement**

Due to the nature of working in a specifically church leadership context, the post holder must be a practicing, Christian. This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010.

**Selection Procedure**

Please see the attached *link* to our Selection Procedure

**Application Form**

Please see the attached *link* to the Application form

**Safeguarding Policy**

Please see the attached *link* to our Safeguarding Policy