



Director of the Scargill Movement

We are delighted that you are interested in the role of Director of Scargill Movement and offer you these details to assist in your discernment regarding this post; we will certainly be praying for clear guidance as you read this. Further information can of course be found on our website including our identity and values and the Scargill Pathway Promises. If you have any particular questions or would simply like to talk with someone, please contact me, Andy Arnold as Chair of Scargill Council, at andy.arnold@scargillmovement.org or Phil Stone, the current Director at phil.stone@scargillmovement.org.

If, having prayerfully considered this post, you would like to apply, please request an application form from Sheila Thompson at councilsecretary@scargillmovement.org. If you are married, please also request an application form for your spouse. Both applications need to be returned by email by 11:59pm on Friday 20th March. Shortlisted candidates will be informed on Saturday 28th March.

There will be a two-stage process of exploration, discernment and interview:

Stage 1: Shortlisted applicants, and spouses if married, are asked to visit Scargill for at least two nights between Monday 6th to Sunday 19th April or Friday 24th April to Friday 1st May. (Children are welcome too, if you wish.) During this visit you will have the opportunity to experience different aspects of community life and meet informally with chaplains, team leaders and other community members. Feedback from these visits will be shared with the appointing group.

Stage 2: Formal interviews, including your spouse if applicable, will take place at Scargill arriving by 4:00pm on Tuesday 5th May until the morning of Thursday 7th May. Further details will be sent after shortlisting.

It is hoped that the successful candidate will be available to join the community sometime before the end of August.

Please be assured of our prayers as you consider applying for this post,

Dr Andy Arnold
Chair of Scargill Council

Scargill House

Scargill House is the home of the Scargill Community, an intentional, ecumenical and international community, whose gift is hospitality; a place where all are welcomed and honoured. At the heart of the Community's life is a commitment to our vision "*lives shared, lives transformed with Jesus at the centre.*"

We are passionate about seeing people come to know God's saving love, find faith in Jesus Christ and grow in practical discipleship under the power and guidance of the Holy Spirit. Through our offering of retreats and conferences in a beautiful space, we have a desire to see both individuals and the local church renewed and equipped for mission in the contemporary world. We believe the diverse, accepting, generous, prayerful and playful Scargill Community has a call to be a prophetic voice in our ever-changing world.

Personal Specification

We are looking for a visionary and strategic leader who, alongside Community and Council, can discern the Holy Spirit's guidance to envision, inspire, and motivate our mission and ministry.

Personal Qualities

- A committed, mature Christian faith, motivated by God's grace, with a generous spirit and excited by Scargill's vision of "*lives shared, lives transformed with Jesus at the centre.*"
- Rooted in prayer and Scripture, able to nurture and develop spiritual life within the Community and among guests.
- Emotionally intelligent, self-aware, resilient, and adaptable; able to thrive in the challenges of community living and leadership whilst also being willing to model appropriate vulnerability.
- A clear theological thinker and creative communicator with pastoral and evangelistic sensitivity.
- Able to model inclusive hospitality and respects diverse opinions.
- Can relate easily to people from all walks of life, and able to foster joy, fun and wellbeing within the demands of community life.
- A desire to share our understanding of intentional Christian community as a prophetic sign of God's kingdom to all who encounter Scargill.

Essential Experience

1. Ordained or recognised leader within a church affiliated to *Churches Together in Britain and Ireland*.
2. Experience of building Christian community.
3. Proven collaborative leadership style; working as part of a team whilst leading with confidence, courage and grace.
4. Skilled in enabling shared ministry and recognising and developing gifts in others.
5. Understanding the needs of individuals and groups and able to plan and facilitate a guest programme that is relevant and engaging.
6. A gifted speaker who has experienced spiritual renewal and is comfortable with a wide variety of worship styles.
7. Understanding of contemporary culture and approaches to mission and ministry in a changing world.
8. Experience of intergenerational and intercultural ministry.
9. Experience of good people management processes including safeguarding, and the ability to take hard decisions with sensitivity.
10. Track record of growing and developing work with volunteers.
11. Ability to foster external partnerships and wider relationships.
12. Commitment to ecological sustainability and appreciation of Scargill's setting in the Yorkshire Dales National Park.
13. Experience of financial oversight

Desirable Experience

1. Experience leading a complex team or organisation.
2. Experience of living in an intentional, residential community.
3. Experience of ministry in areas of deprivation.
4. Experience of sharing faith with those of other faiths or none
5. Involvement in substantial building development projects and/or fundraising

Job Description

Role Purpose

The Director will embody Scargill's vision and values, leading the Community and its ministry in collaboration with the Council. This servant-hearted leader will nurture a Jesus centred community, develop Scargill's hospitality and outreach, and guide the next phase of growth as a prophetic voice in today's world.

Key Responsibilities

Champion Community Life

- Enable community members to grow as disciples of Jesus, corporately and individually.
- Uphold rhythms of prayer and the Scargill Pathway and Promises.
- Together with the Council, appoint senior roles and chaplains.

Develop Ministry to Guests, Churches and Groups

- Plan and resource retreats, conferences, and events aligned with Scargill's vision.
- Engage with church leaders, congregations and mission initiatives primarily across the North of England and particularly with those on society's margins.
- Promote Scargill's mission and ministry locally and nationally.

Build Partnerships

- Strengthen and develop our links with churches, Christian communities, and key partner organisations.
- Grow our networks of Companions, Friends and Working Friends.

Together with the Council, Operations & Governance Oversight

- Ensure legal compliance and safeguarding.
- Oversee property development and environmental initiatives.
- Serve on the Business & Finance Committee.

Induction

When you arrive, you will have 4-6 weeks as *Director Designate* allowing time to:

- Adjust to community life and build relationships as you work alongside each team.
- Understand Scargill's culture, values and processes.
- Learn about the present and planned Business Operations of Scargill.
- Engage with current leadership team and Council.

Accountability

Reports to the Council of Scargill Movement and attends all Council meetings.

The Director will have an annual review with the Chair (or Vice-Chair) of Council, who will also be available for support and consultation as appropriate.

Role of Spouse (if applicable)

If the applicant for Director is married, their spouse should also have a clear call to community and be fully committed to life at Scargill. They will be a full member of the Community, including an appropriate work role which would make outside employment unfeasible. They will be supported in discerning the best role for them, alongside any other family commitments.

Contract Terms for the Director (and spouse if applicable)

There is an occupational requirement for Director to be a practising Christian. The Director (and spouse if applicable) will be a full member of the Community and will commit to the first stage Pathway promises on arrival and to the second stage promises after 3 months. If ordained, a licence from the Bishop of Leeds or equivalent would be required.

The appointment of the Director is subject to UK work eligibility, as well as DBS and health checks.

The contract will be for 7 years, subject to 3 months probationary period, with the option of renewal by agreement with the Chair of Council.

Allowances

Current allowances for each individual, for a 5 year or longer contract are:

Personal allowance: £588.25 per month

Child allowances:

0-24 months	£100.75 per month
2-5 years	£148.25 per month
6-10 years	£201.50 per month
11-17 years	£270.00 per month

Allowances are reviewed annually for the calendar year, and are above the Lower Earnings Limit and therefore secure eligibility for basic state benefits and state retirement pension.

Additional temporary financial needs may be assisted by discretionary allowances by arrangement with the Chair of Business & Finance. (Any such assistance must be agreed by them, one other trustee from the Business & Finance Committee and a member of the Community Leadership Team.)

Pension

If the Director is ordained then the standard contribution will be made to the appropriate denominational pension scheme (if any) to preserve the benefit at retirement age.

A lay Director will receive a monthly contribution to a personal pension at the current rate of £628.00 per month.

A monthly pension contribution will be made for a spouse at the current rate of £253.25 either into an existing personal pension or by enrolment in the NEST scheme.

Housing

Housing is provided under a service occupancy agreement. The current Director and his wife live in a spacious 5 bedroom, semi-detached house, with garden. Their large lounge is used for the weekly community meeting and the expectation is for this to continue wherever possible.

All statutory and service costs, insurance and maintenance will be paid by Scargill. Personal contents and possessions are not covered by Scargill's insurance either at home or away from home.

Keep

All food is provided for normal meals. Some of this is provided as meals at the main house eaten together with guests & community. For meals at home, food and ingredients are available from the community pantry and freezer. Other basic food and ingredients can be ordered on the regular online supermarket delivery for community. Treats and more luxury foods are not covered and are bought personally.

Work Pattern and Holiday Entitlement

Work rotas cover a 4 week period. There is a day off every week and 2 extra days off in each 4 week rota. Sundays are usually a shorter working day finishing about 3:00pm.

Holiday entitlement varies depending on length of service:

Year 1	28 days holiday
Year 2	28 days holiday
Year 3	30 days holiday
Year 4	32 days holiday
Year 5 & onward	34 days holiday

This annual holiday entitlement includes 8 bank holidays taken in lieu. 5 days holiday is taken by all community members over the Christmas holiday period.

Out of Pocket Expenses

Scargill will offer a generous contribution by negotiation towards moving costs.

Travel for business may be undertaken in the Community car or in a personal vehicle. For personal vehicle use a mileage allowance is paid at the amount allowed as tax free by HMRC (currently 45p per mile up to 10,000 miles pa).

The Director will have a debit card which should be used for all travel and other 'business' expenses whenever possible (receipts must be provided for all transactions).