



## Job Description

Job Title:	Deputy Hub Leader, Oasis Hub Hull
Location:	Oasis Hub Hull, 310 Newland Avenue HULL HU5 3NB, with some local travel required and some flexibility for home working.
Hours:	3.5 days per week (70% FTE)- 3 flexible days plus Sunday mornings. Evening and weekend work will also be required as needed, with time off in lieu for unsociable hours. Working hours to be agreed in collaboration with the Hub Leader.
Reporting to:	Hub Leader
Line management of:	No staff, but the role will require deputising for the Hub Leader as and when required
Salary:	Grade E. £24,221 to £29,469 FTE (£16,955 to £20,628 for 3.5 days)
Overall purpose of role:	To work across Oasis Hub Hull, bringing leadership and support alongside the Hub Leader and Core Team, with a particular focus on developing church through services, pastoral support, involving children and young people, weekday activities and creativity.

## Context of the Job

Oasis Hubs bring communities together to thrive and support each other in a wide range of ways to benefit the whole person and the whole community. Oasis Hub Hull has our church at the centre of what we do, creating a Christ-centred community.

We are committed to the following five statements that sit at the heart of all Oasis Hubs: a passion to include everyone; a desire to treat everyone equally, respecting differences; a commitment to healthy and open relationships; a deep sense of hope that things can change and be transformed; a sense of perseverance to keep going for the long haul. The purpose of the Hub is to serve the whole person and the whole community and to ensure that people are able to flourish socially, physically, emotionally, spiritually, educationally, environmentally, morally.

Oasis Hub Hull joined the Oasis network in January 2022, having previously been an independent church- Hull Community Church. We have joined together because of strong joint beliefs around an open and progressive theology, full inclusion (particularly in relation to the LGBTQ+ community), and commitment to local communities and social justice as well as a good fit with informal styles of worship.

This post has been created in order for us to have the capacity to grow and develop our church community, maximising the opportunity of joining with Oasis to increase the depth and breadth of what we do as Church and involving more people in creating our Christ-centred community.

## **Areas of responsibility and specific duties:**

### **To lead on developing and planning our Sunday services, working with the Hub Leader and Core Team**

- To deliver Sunday service content such as talks, worship leading, service leading and other content as skills allow.
- To work with the Hub Leader to plan and organise service content and rotas, including for talks and worship as well as welcoming, refreshments and children and youth work and to oversee their implementation with admin support from the Centre Coordinator.
- To support and develop teams to work with our children and young people through Sunday Wow kids and youth groups.
- To listen to our church community and develop what we do on Sundays in collaboration with the core team and Hub Leader, for example in involving children and young people, promoting participation, developing new and different ways of corporate worship, in line with the Oasis ethos and church characteristics.
- To assist the Hub Leader in the planning and delivery of significant life events for Oasis Church Hull members such as baptisms, weddings and funerals.

### **To lead on developing our church community outside of Sunday services, working with the Hub Leader and Core Team**

- To develop and organise our pastoral support alongside the Hub Leader and Core Team, including recruiting, training and supporting a team to provide pastoral support.
- To develop and resource weekday activities to promote connections within our church community and opportunities for social time, learning about faith, prayer and worship. With the aim of building connections between people who are part of our church community; promoting discipleship and deepening of our faith; and to enable people within the church community to support each other, thus promoting sustainability and an ethos that we are all involved in creating community together.
- To develop and implement systems and a culture that promote a positive and welcoming experience for people interested in joining the church.

### **To bring creative direction and support to the work of Oasis Hub Hull**

- To provide creative direction for between two and four larger events each year, building on our successful Narnia Trail, Christmas Wonderland, Mystery Mashup Tour, and our forthcoming Rainbow Trail and working alongside the staff team and volunteers to deliver the event.
- To work with the team to maximise opportunities to use creativity in our work, for example with a regular stall at Hull Pride, ideas for family friendly creative activities, and creativity as part of Sunday worship.
- To use creativity to break down barriers and crossover our community and Sunday activities, for example with activities that bring a sense of wonder, or Godly play, or activities that explore faith in an accessible way.

### **To be part of the core (leadership) team, playing a full role in the overall leadership and development of Oasis Hub Hull**

- To provide a constructively critical voice to the Hub Leader and the rest of the core team, helping to constantly improve church activity.

- To listen to members of the church community and be ambitious in how we can support each other, and in what each person has to give to our community
- To play an active role in implementing and developing ideas as agreed at core team meetings.
- To contribute to the overall strategy and vision of Oasis Hub Hull, especially the church congregation aspect of our work.

## **General Duties**

- To deputise for the Hub Leader where needed
- To play an active role in creating and implementing systems and processes that improve the efficiency and effectiveness of church operations
- To promote and encourage people to become actively involved in church community-giving opportunities for people to volunteer and support and feedback to everyone who gets involved- promoting our ethos that everyone has something to give and everyone has something to receive
- To attend Oasis Church Hull services on Sundays at least five weeks out of six, on average.
- To work within the policies and procedures of Oasis Hub Hull, including but not limited to safeguarding, financial processes, health and safety, confidentiality.
- To carry out any other duties as may reasonably be required and authorised by the Hub Leader.
- To attend regular supervision with your line manager.
- To attend any relevant training courses as required by your line manager.
- To attend team meetings and Oasis conferences, as required.
- To engage in regular spiritual disciplines and practices, including spiritual direction and/or clinical supervision.
- To promote the Oasis values and vision and to motivate others to do the same

The post-holder will have regular engagement with members of the public and people at risk and therefore must be willing to have DBS enhanced disclosure. This post carries an Occupational Requirement (O.R) for the successful candidate to be a practising Christian (exemption under the Equality Act 2010).

## **Competencies**

We are not looking for a prescriptive set of qualifications or experience, but we are looking for people who can show they are able to carry out the job with the following competencies:

### **1. Theological knowledge and ability to communicate it well**

We are looking for a Deputy Hub Leader who is committed to an open and progressive theology, with a deep knowledge of what that means as well as varying theological perspectives and approaches. They should be able to apply that theology in a practical way that is relevant to daily life in Hull, and to be able to communicate this in a wide range of circumstances and with a wide range of people. The post holder will be able to use their theological knowledge to support the core team to think through difficult issues, to develop and grow our theological understanding as a church community, and to support people who come to Oasis Hub Hull with questions or curiosity about faith.

## **2. A thorough understanding of best practice in pastoral support and the ability to lead and support a team to deliver high quality pastoral care**

Developing and facilitating pastoral support will be a key part of this role. We will not expect the post holder to deliver all our pastoral support, but rather to set up systems and processes for safe, caring, holistic support. Whilst being willing to get involved in delivering this support, we are also looking for someone who can recruit, motivate, train and support others to do this. This requires a clear understanding of what good pastoral support looks like, how to manage boundaries and safeguarding within pastoral support, and how to develop a culture where we all support each other as a community.

## **3. A creative imagination, with the ability to apply this to projects and ideas**

We are interested in creativity broadly conceived- looking for someone who is passionate about bringing creativity to community life and the ability to work with other people to create and develop ideas that inspire people to think differently, to challenge stereotypes or to think about something new. We have a team who are experienced at delivering projects so our focus for this role is for someone who can bring the ideas and bring people together to be creative.

## **4. A good team worker with skills in leadership and strategic thinking**

We have a strong team ethos, and know we all need help sometimes. We are looking for someone who recognises when they need help and is not afraid to ask, at the same time as being willing to help others when they ask. This includes not just the staff team at Oasis Hub Hull, but also the wider team of volunteers, trustees, core team, other community groups and churches.

We are looking for a 'generous leader' who sees our place in the wider community and works to achieve overall good for everyone. Someone who is not afraid to be decisive and take the lead when this is required, and who can motivate and support others to join with shared vision and shared projects.

As Deputy Hub Leader, the postholder will be able to take an overarching, strategic view- inputting to our strategic direction and working to ensure that our work and daily actions fits within agreed strategy and priorities.

## **5. Willingness to work within the organisation's values, vision, policies and procedures and to motivate others to do the same**

The church values and vision are to celebrate faith, justice, diversity and community. We aim to be an inclusive church, which we take to mean a church which celebrates and affirms every person and does not discriminate against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.

We are looking for a Deputy Hub Leader who can help us to define what this means in practice, work within our values, and find opportunities to develop and improve what we do as a team to ensure we are all working within these.

The postholder will also have a commitment to key principles such as safeguarding and confidentiality, with the ability to not only maintain good practice in these areas, but also motivate and encourage staff, volunteers, our community and others to do the same.

### **Job information**

Annual Leave: 5 weeks per year, plus bank holidays (pro rata)

Workplace pension: 6% employer contribution

This post is subject to a 6 month probationary period

Notice period: 2 months

Oasis Hub Hull is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.