

Person Specification – Operations Pastor

Essential Criteria

Faith and Calling

- Will be (or become) a member of Frontline Church and aligned with our vision, values, and beliefs
- A committed Christian with a personal, active faith in Jesus Christ
- A clear sense of calling to serve the church in a senior leadership role
- Able to lead and serve within a diverse and welcoming church community

Leadership and Character

- Proven ability to lead, support, and develop others in a team setting.
- Emotionally and spiritually mature, with integrity, humility, and resilience.
- Able to build healthy culture, foster collaboration, and manage change well.
- Willingness and ability to lead and serve within the wider church community in line with gifting.
- Passionate about seeing lives, communities, and cities transformed by the love of Jesus.

Operations and Organisation

- Self-motivated, reliable, and able to work both independently and as part of a team
- Organised, energised and pro-active
- Able to design, implement, and maintain effective systems
- Experience overseeing operational functions such as buildings, compliance, or organisational processes
- Flexible and adaptable, with an ability to balance strategic oversight with hands-on, practical work
- Confident problem-solver with attention to detail

People and Communication

- Excellent interpersonal and communication skills, both written and verbal
- Strong administrative skills including high levels of IT literacy and an ability to concentrate and work at a computer for extended periods of time when required.
- Able to work collaboratively with staff, volunteers, trustees, and external partners
- Comfortable handling sensitive issues with discretion and pastoral awareness

Desirable Criteria

Experience

- Experience working in a church, charity, or faith-based organisation
- Previous leadership or management experience within a staff or volunteer team
- Experience of buildings management, facilities oversight, or property development
- Formal training or qualifications in leadership, theology, management, or a related field

Ministry and Pastoral Gifts

- Experience contributing to church leadership, preaching, teaching, or pastoral care
- Confidence leading or participating in corporate worship, prayer, or small groups
- Openness to shaping the pastoral aspects of the role in line with gifting and experience

Finance and Governance

- Experience overseeing budgets, financial processes, or charity finances
- Understanding of governance structures within churches or charities
- Experience applying for and managing grants