

## **Job Description**

### **Older People's Pastoral Care Worker**

**Responsible to:** Minister and Kirk Session, Brechin and Farnell Parish Church

**Location:** Brechin, Farnell, Edzell, Stracathro and surrounding rural communities

**Contract:** Part-time, fixed-term (2 years)

**Hours:** 21 hours per week – flexible, possibly including some evenings and the occasional weekend

### **Role Purpose**

The Older People's Pastoral Care Worker will provide compassionate, person-centred emotional and spiritual support to older adults living in north-east Angus, particularly those experiencing loneliness, bereavement, illness, or major life transitions.

Working within the values and ethos of Brechin and Farnell Parish Church, the Older People's Pastoral Care Worker will offer pastoral care both within and beyond the church community, contributing to improved wellbeing, reduced isolation, and strengthened community connection. The role will also provide leadership and coordination for the existing Pastoral Care Team and support the development of preventative, community-based pastoral responses aligned with health and social care priorities.

### **Key Responsibilities**

#### **1. Pastoral Care**

- Provide one-to-one emotional and spiritual support to older adults in a range of settings, including private homes, care homes, sheltered housing, hospitals, and community spaces.
- Offer pastoral accompaniment during periods of illness, frailty, bereavement, end-of-life, and other significant life transitions.
- Provide spiritual care that is inclusive, respectful, and responsive to individuals of all faiths and none.
- Maintain appropriate pastoral boundaries and ensure confidentiality at all times.

#### **2. Bereavement and End-of-Life Support**

- Offer pastoral support to individuals and families before and after a death, including follow-up bereavement care.
- Support the parish minister during times of loss, funerals, and ongoing pastoral need.
- Accompany individuals and families navigating grief, anticipatory loss, and complex emotional transitions.

### **3. Leadership of the Pastoral Care Team**

- Provide leadership, coordination, and pastoral oversight of the existing volunteer Pastoral Care Team.
- Support, encourage, and mentor volunteers, many of whom have backgrounds in health and social care.
- Identify training needs and facilitate ongoing development in areas such as bereavement care, listening skills, safeguarding, and spiritual care.
- Foster a culture of reflective practice, mutual support, and high-quality pastoral care.

### **4. Befriending and Social Connection**

- Establish and support a befriending scheme aimed at reducing loneliness and social isolation among older adults.
- Encourage meaningful relationships, regular contact, and opportunities for connection and belonging.
- Promote participation in social, community, and intergenerational activities where appropriate.

### **5. Community Engagement and Partnership Working**

- Act as a bridge between the church, older people, carers, and the wider community.
- Build positive relationships with health and social care professionals, voluntary organisations, and community groups.
- Advocate for the emotional and spiritual needs of older adults within care planning and community settings.
- Support access to appropriate services and community resources where needed.

### **6. Monitoring, Evaluation, and Reporting**

- Keep accurate, confidential records of pastoral care activity and engagement.
- Contribute to the collection of qualitative and quantitative data to evidence impact on wellbeing, connection, and engagement.
- Participate in evaluation and reporting requirements linked to project funding.

- Reflect regularly on practice to support learning and service development.

## **7. Safeguarding, Governance, and Professional Practice**

- Work in accordance with safeguarding, health and safety, data protection, and church policies.
- Maintain PVG membership and adhere to professional standards of pastoral and chaplaincy care.
- Work flexibly and independently, managing time effectively across a dispersed rural area.

## **Terms and Conditions**

- Salary is based on the full time equivalent of £26,119 per annum. The actual salary will be pro rata to £16,716 per annum
- This is a part-time post with normal hours of work being 21 hours per week.
- The nature of the work calls for a degree of flexibility; it can be worked over three or four days with flexibility as agreed with the line manager. There may be the requirement for an occasional evening and very occasional weekend working.
- This is a fixed term 2-year post.
- The post is based at Brechin, Farnell and surrounding communities. You will be based from the Gardner Church Office with hybrid working as agreed with line manager.
- There are five weeks paid leave (187.5 hours pro rata) in each full holiday year which runs from 1 January to 31 December. Entitlement is based on full weeks worked. There are also nine statutory holidays.
- Travel expenses by public transport or by use of own car (if appropriate) at rates agreed by the employer are payable and reviewed annually.
- Membership of Disclosure Scotland PVG Scheme will be required.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.
- In order to comply with the Asylum and Immigration Act 1996, the successful applicant will be asked to provide document(s) confirming their eligibility to work in the United Kingdom.

## **Older People's Pastoral Care Worker – Person Specification**

### **Essential Qualities**

- A warm, compassionate presence with a genuine concern for the emotional and spiritual well-being of older people, and an appreciation of the challenges older people can face
- Training or experience in counselling, listening skills, or mental-health support.
- Ability to work sensitively with people experiencing bereavement, loss, illness, and those at end of life
- Ability to listen deeply and provide appropriate pastoral support
- Respect for confidentiality and personal boundaries.
- A collaborative spirit, able to work closely with the minister and wider church leadership.
- Confidence in leading and coordinating a pastoral care team, including volunteers.
- Good communication skills.
- Reliability, good time-management, and the ability to work independently when needed.
- An understanding of Christian faith and the life of the church, with the ability to offer spiritual support in a sensitive, inclusive way.
- Flexibility to visit people in their homes, care homes, or hospital settings
- Full driving licence and access to a car.
- It is essential you have the right to work in the UK before applying to work with us. You will be asked to provide proof of your eligibility to work and remain in the UK if you are invited to attend for an interview.

### **Desirable Qualities**

- Experience in pastoral care, chaplaincy, social care, or a related field
- Experience working with older people and their families and carers
- Experience of working with volunteers or leading small teams
- Comfortable using everyday IT systems as part of the role, including Microsoft Word and Outlook and basic Excel

### **Other Requirements**

- Willingness to undergo safeguarding training and follow all safeguarding procedures
- Eligibility for PVG Scheme membership