



## Senior Pastor Job Description



## Job Details

Job title: Senior Pastor, Subiaco Church (Subi Church)

Accountable to: Board of Elders

Direct reports: Pastoral team and staff

Position: Full-time

## Purpose

The Senior Pastor leads a team of qualified staff and works with the Elders Board under God's call to serve Subiaco Church (Subi Church). He serves the Church by providing spiritual and pastoral leadership, organisational oversight and guidance for the congregation's spiritual health, growth, and wellbeing.

Subi Church's vision is to:



# Primary Responsibilities



## Leadership & Administration

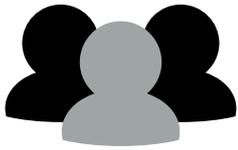
- Work with the Elders and staff to shape and communicate the Church's vision, mission, values and strategic priorities to mobilise and unify the congregation.
- Cultivate the spiritual health, growth and wellbeing of Subi Church to develop kingdom-minded followers of Christ.
- Build, develop and support the ministry staff team (currently comprising 15 full-time or part-time staff), ministry leaders and volunteers to use their giftings and expertise to serve the Church for the glory of God.
- Day-to-day management of the pastoral team, staff and ministry leaders to ensure they are accountable to Subi Church's values and priorities.
- Oversee the annual budget and resources to ensure ministry priorities are met.
- Working collaboratively with the Elders to ensure sustainable and robust frameworks are in place to support Subi Church in all areas of governance and operations.
- Lead by example.



## Preaching & Discipleship

- Serve as the primary teaching pastor, preaching at our weekend services and teaching on other occasions.
- Mentor a team of Bible-based preachers, ensuring that the gospel and doctrinal truth is preached faithfully in a culturally relevant manner that reflects Subi Church's core beliefs and priorities.
- Mentor, coach and disciple emerging leaders for effective ministry.





## Pastor / Shepherd

- Provide pastoral counselling as needed.
- Oversee the Lord's Supper (communion) and baptisms.
- Serve at weddings and funerals as a registered celebrant.



## Community Relations

- Identify strategic opportunities to serve and meet the needs of the local community and global mission partners.
- Build strong relationships and maintain ministry partnerships with local city, community, and church leaders.
- Develop opportunities for Subi Church to be engaged in the Christian community locally and beyond, while building a heart within Subi Church for local and global missions.



# Key Selection Criteria

## Giftings/ Skills/ Experience

- Spiritually mature with humility of heart and integrity of character, demonstrating biblical requirements for church leadership (Titus 1, 1 Tim 3).
- A shepherd's heart with extensive pastoral experience in leading a healthy church.
- Embody Subi Church's DNA core characteristics (Word-based, gospel-focused, multinational and kingdom-minded), and align with the Church's Statement of Faith and ministry priorities.
- A passion for teaching the Word of God, inspiring and equipping Christ followers to live out their faith for God's glory.
- Gifted in leadership, management and organisational ability.
- Authentic, relational and skilled communicator who can engage faithfully and respectfully with a diverse range of people.
- Strongly missions-minded with a broad kingdom perspective and ability to effectively engage with the 21st-century context.
- Advanced theological qualifications at a tertiary level.

## Key Competencies

### RESILIENCE



High-capacity,  
determined,  
hardworking,  
perseverance,  
tenacious

### HUMILITY



God-centred,  
servant-hearted  
leader,  
collaborative,  
open to personal  
growth

### INFLUENCE



Enabler,  
relational,  
authentic

### CREATIVITY



Ability to  
translate vision  
into action, deep  
thinker, problem  
solver