



The Bield at Blackruthven

The Bield Christian Company Limited
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Pastoral Team Leader

Overview

Underpinned by our Christian ethos, the Bield Retreat and Conference Centre has lived out a mission of **Hospitality, Spirituality, and Healing** for over 25 years. While firmly rooted in Christian practice, we pride ourselves on being a "broad tent". We actively encourage an ecumenical and broad faith awareness, including an openness to interfaith dialogue and practice.

We are seeking a new **full-time, residential colleague** to join and lead our existing Pastoral Team. We require an individual ready to offer a presence of peace and purposeful support for our guests, while providing the **strategic leadership, management, and collaborative vision** necessary to guide the Bield's ongoing pastoral work and programme.

Ordination is not a prerequisite but would be advantageous. This post is also open to applications for a **job-share by a couple**.

Leadership, Management, and Teamwork

Working closely with the General Manager, the successful candidate will be a **pivotal leader** within our community. We are looking for an individual who excels in a **collaborative environment**, demonstrating a natural ability to manage a close-knit team and support the wider staff.

Applicants must evidence the following essential criteria:

- **Hospitality & Collaborative Leadership**
- **Team Management:** Ability to lead, inspire, and manage the Pastoral Team with wisdom and accountability.
- **Professional Boundaries:** A proven track record of managing the boundaries between personal and professional needs, including the ability to manage confidentiality and complex dynamics.
- **Relational Presence:** Possess a warm, engaging manner and be sufficiently "at home in their own skin" to make the guest, rather than themselves, the centre of attention.
- **Active Listening:** A proven track record as a listener within a pastoral care context.
- **Accompaniment:** Training and experience in spiritual accompaniment and supervision.
- **Spirituality & Vision**
- **Personal Practice:** Maintain a disciplined personal spiritual practice with a proven record of accountability (e.g., training, supervision, or CPD).
- **Spiritual Freedom:** Manifest inner spiritual freedom and respect for the journeys of others without the need to impose a specific path or approach.
- **Creative Facilitation:** The capacity to facilitate the spiritual quests of others in imaginative and creative ways.
- **Healing & Resilience**
- **Life Experience:** Be a person of hope who has learned from life's challenges and brings wisdom gained through lived experience.
- **Compassionate Presence:** The ability to enter the darkness with others without attempting to "fix," rescue, or prematurely fast-forward them.
- **Personal Growth:** Personal experience of being accompanied on a healing journey by others.

Key Responsibilities

- **Pastoral Oversight:** Overseeing pastoral work at the Bield, ensuring high standards of care and spiritual integrity.
 - **Guest Accompaniment:** Accompanying guests on their healing journeys and helping them deepen their relationship with God, themselves, and others.
 - **Staff Support:** Providing spiritual support and guidance to other staff members as required.
 - **Reflective Practice & Management:** Leading pastoral team meetings and engaging in wider staff meetings to ensure mutual support and ongoing development.
 - **Programme Development:** Collaborating with the General Manager and the pastoral team to develop the annual retreat programme.
 - **Worship & Table Hospitality:** Participating in the worship rota and the ministry of "table hospitality"—welcoming and sharing meals with guests.
 - **Community Engagement:** Developing links with local communities, churches, ecumenical networks, and relevant organisations.
 - **Residential Duties:** As a resident staff member, participating in the regular fire duty and emergency cover rota when the Bield is open.
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The Recruitment Process

- **Informal Visits:** Available by request to Gwen McDonald, General Manager.
- **Application Requirements:** A letter of application addressing the key responsibilities and essential qualities, alongside a current CV with references.
- **References:** One reference must be from a supervisor, mentor, or spiritual guide; a second character reference is also required.
- **Safeguarding:** A PVG (Protecting Vulnerable Groups) check must be completed prior to the agreed start date.

Application deadline: 11th May 2026 at 5pm

Interviews Held on: 27th May 2026

Please send your completed application to: info@bieldatblackruthven.org.uk