Job Description

Minister serving the Church of Scotland Geneva
Switzerland

The historic English-speaking Church of Scotland Geneva is looking for a Minister to lead its life, work and witness.

The Church of Scotland Geneva is linked with the Scots Kirk Lausanne.

The selected candidate will be employed locally on a Swiss contract. They will work as a member of the ministry team along with the Minister of the linked charge who is based in Lausanne, and the Ordained Local Minister (OLM) over the full range of parish ministry, and mission and outreach activities.

Title: Minister within the linked charge of the Church of Scotland Geneva and the Scots Kirk Lausanne

Location: Geneva

Responsible to: The Minister of the linked charge of the Church of Scotland Geneva and the Scots Kirk Lausanne

Anticipated Start Date: As soon as possible

Main Responsibilities

- Celebration of the Sacraments – the Lord's Supper (Holy Communion) and Baptism;
- Preaching and the conduct of worship;
- Moderating meetings of the Geneva Kirk Session, which has responsibility for the spiritual issues within the congregation, and guiding the Session in its discussions;
- Conducting funerals and offering pastoral support to the dying and bereaved;
- Conducting blessing of weddings that have taken place according to Swiss law and helping people prepare for marriage;
- Conducting confirmation classes;
- Providing ministry, including pastoral care, that is not exclusive to the membership of the Church but also to the wider community of Geneva.

These responsibilities are rooted in the Church of Scotland "Vows of Ordination and Induction" - see the "Other Information" section for details.

Outreach and Mission

- Lead and develop strategies to introduce new people to the gospel and draw them into the life of the church.
- Build relationships with people in the wider community through personal evangelism, community engagement, and partnerships.

- Encourage, train, and empower church members for outreach, mission and personal witness.
- Develop pathways for newcomers from first contact to active membership.

Congregational Revitalisation

- Work with the Minister of the linked charge, the OLM, and the Kirk Sessions to foster spiritual growth, unity, and renewed vision within the congregations.
- Encourage healthy discipleship through small groups, pastoral visitation, and teaching.
- Support the integration of new members into the life and ministry of the church.
- Help identify and develop existing and emerging leaders.
- Contribute creatively to the renewal of church life, particularly in pastoral care, worship participation, and community life.
- Enhance the children's ministry, building on the existing Sunday School.

Qualifications & experience

The candidate must:

- be a passionate shepherd of people, with a proven track record of working within, developing and leading teams, and growing initiatives.
- embody an integrity of faith and life, with Christ-like values and attitudes.
- be a strong, authentic communicator capable of relating Biblical truths in meaningful, practical, and creative ways.
- hold at minimum a university bachelor's degree in theology or divinity from an accredited institution.
- preferably have a minimum of 5 years in a lead ministry context.

Language

English (fluent) - the working language is English.
Non-Swiss/EU/EEA candidates are required for work permit reasons to have beginner level French.

Approach & soft skills

- Gospel-centred communication and humility
- Relational warmth
- Integrity and professionalism
- Collaborative and relational leadership
- Encouraging presence
- Missional mindset
- Faithful adherence to church structures
- International & cultural sensitivity
- Ecumenical maturity
- Adaptable and resilient growth

Compensation and Benefits:

This is a full-time position following the Church of Scotland stipend scale, adjusted for cost of living in Switzerland. Benefits in addition to the stipend include:

- Use of the manse in Geneva
- Health insurance
- Paid vacation

- Relocation assistance
- Support for French language classes
- The opportunity to continue the ministry to the English-speaking Reformed congregation at the Auditoire de Calvin, the very place from which Calvin's teaching spread throughout the world and from which John Knox carried the Reformation to Scotland.

Duration of Employment: Three years, renewable

Job type: Full time, Swiss contract

About the Church of Scotland Geneva and the Scots Kirk Lausanne
▪ See the Joint Congregational Profile and additional information at the following links:
https://churchofscotlandgeneva.ch/
http://www.scotskirklausanne.ch/

Other Information
The responsibilities above are rooted in the context of the "Terms of Responsibility for Ministers serving in the Church of Scotland" and the "Vows of Ordination and Induction" of the Church of Scotland. The link to the handbook is for the sake of information, but do note that some local differences apply:

https://ascend.churchofscotland.org.uk/wp-content/uploads/2026/04/4943-FAPLT-Ministers-HANDBOOK-2025-V6.pdf

The Presbytery of International Charges' document "Guidance for Ministers taking up or demitting a charge" contains details of arrangements within International Presbytery which may differ from those of Scottish presbyteries. A copy is available upon request.

Note to Applicants
Potential applicants who are not on the Church of Scotland Register of Ministry in categories O or E will have to obtain an International Certificate of Eligibility from the Church of Scotland. Application for this should only be made once the Nominating Committee has confirmed that the application has made the short list. Guidance will be provided at the appropriate time.