Glenalmond College

Job Description - Chaplain

Location: Glenalmond College, Perth, Scotland
Contract: Full-time
Salary: Competitive
Reporting to: The Warden (Head)
Start Date: September 2027

The Role

Glenalmond College seeks an inspiring, compassionate, and confident School Chaplain to lead and develop the spiritual and pastoral life of the Senior School.

The Chaplain will be a highly visible and trusted presence within the community, working closely with the Warden, senior leadership team, teachers, pupils, families and the wider Scottish Episcopal Church.

The successful candidate will bring a mature Christian faith, excellent pastoral skills and the ability to engage intelligently and sensitively with young people as they navigate the opportunities and challenges of adolescence.

The role combines chaplaincy, pastoral care, worship, theological engagement and community leadership. The Chaplain will encourage pupils to explore questions of faith, identity, ethics, purpose and vocation, while ensuring that the School remains a welcoming and respectful community for pupils of all faiths and none.

Key Responsibilities

Spiritual Leadership and Worship

- Lead and develop the spiritual life of the School in partnership with the Warden and senior leadership team.
- Plan and lead daily acts of worship, including Eucharists, services, prayer and reflection.
- Develop imaginative and age-appropriate worship that engages pupils intellectually, spiritually and emotionally.
- Lead worship and services for significant occasions in the School calendar, including Remembrance, Advent, Christmas, Lent, Easter, and end-of-year celebrations.

- Encourage pupils to participate actively in worship and to develop confidence in expressing their own faith and beliefs.
- Create opportunities for prayer, contemplation, silence and spiritual reflection.
- Work with other Episcopal clergy and local church communities.

Pastoral Care

- Provide a highly visible, approachable and trusted pastoral presence for pupils.
- Offer individual pastoral and spiritual support to pupils experiencing difficulties, bereavement, family circumstances, anxiety, transition or other significant life events.
- Develop relationships with pupils that encourage openness, resilience, compassion and personal responsibility.
- Work closely with the School's pastoral, safeguarding, counselling and wellbeing teams.
- Support pupils as they consider questions of identity, relationships, morality, purpose and vocation.
- Provide appropriate pastoral support to staff, particularly at times of personal difficulty or bereavement.
- Maintain clear professional boundaries and confidentiality, in accordance with safeguarding requirements.

Christian Formation and Theological Engagement

- Encourage pupils to engage thoughtfully with Christianity and the person of Jesus Christ.
- Help pupils explore the relationship between Christian faith and contemporary issues.
- Facilitate thoughtful discussion and debate around ethics, justice, responsibility, relationships, vocation and the common good.
- Encourage respectful engagement with other Christian traditions, faiths and worldviews.
- Support pupils in developing their own spiritual maturity and capacity for reflection.
- Contribute to religious education, philosophy, ethics or related programmes where appropriate.
- Encourage opportunities for Christian service, charitable activity and social action.

Leadership and School Community

- Contribute to the development and articulation of the School's Christian and Episcopal identity.
- Advise the Warden and senior leadership team on matters relating to worship, chaplaincy, pastoral care and spiritual development.

- Work collaboratively with tutors, Heads of Year, pastoral leaders, teachers and support staff.
- Develop appropriate chaplaincy initiatives for different year groups and stages of adolescence.
- Contribute to staff meetings, pastoral reviews and relevant school committees.
- Build strong relationships with parents and guardians where appropriate.
- Develop links with the local Episcopal congregation and wider community.
- Represent the School appropriately within the Scottish Episcopal Church.

Pupil Leadership

The Chaplain will encourage pupils to take an active role in the spiritual life of the School by:

- Developing pupil-led worship and reflection.
- Supporting chapel or worship committees and pupil faith groups.
- Encouraging pupils to participate in charitable and community-service initiatives.
- Supporting pupil leadership at school services and significant occasions.
- Providing opportunities for pupils to develop confidence in prayer, public speaking and spiritual leadership.

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Vision for Chaplaincy

As part of the application process, candidates should set out their vision for chaplaincy within Glenalmond College.

Candidates should consider how they would:

- Make Christian faith, worship and spiritual reflection meaningful and accessible to young people aged 13–18.
- Develop a distinctive chaplaincy that reflects the traditions, theology and liturgical life of the Scottish Episcopal Church.
- Create a culture in which pupils feel able to ask difficult questions about faith, doubt, identity, morality, relationships, justice and the meaning of life.
- Balance the School's Christian foundation with a warm, inclusive and respectful environment for pupils of different faiths and those who do not profess a religious belief.
- Strengthen the connection between worship, pastoral care, service and the everyday life of the School.
- Support young people through the particular pressures and challenges of adolescence, including examinations, relationships, transitions and questions about their future.
- Develop meaningful opportunities for pupils to exercise leadership through worship, service, charitable activity and social action.
- Work collaboratively with teachers, pastoral staff, parents, clergy and the wider Episcopal community.
- Contribute to the spiritual and professional wellbeing of staff.
- Ensure that chaplaincy remains visible, relevant and responsive to the changing needs of the School community.

Candidates may wish to include examples from their previous experience and to identify the opportunities they would see for developing the role during their first few years in post.

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Person Specification

Essential

The successful candidate will have:

- An ordained priest within the Anglican communion with a clear understanding of the ethos and traditions of the Scottish Episcopal Church.
- Significant experience of Christian ministry, chaplaincy, pastoral work, youth work or education.
- Experience of leading worship and communicating effectively with young people.
- Excellent pastoral and interpersonal skills.
- The ability to listen attentively, exercise sound judgement and respond sensitively to complex situations.
- An understanding of the particular pastoral, social and spiritual needs of adolescents.
- The ability to engage young people in thoughtful discussion about faith, ethics and contemporary life.
- Excellent written and verbal communication skills.
- The ability to work effectively as part of a multidisciplinary pastoral team.
- A strong commitment to safeguarding children and young people.
- A commitment to inclusion, dignity and respect for pupils and staff of all backgrounds and beliefs.

Desirable

- A chaplaincy qualification.
- Experience of working as a school chaplain.
- Experience of youth ministry.
- Experience of pastoral counselling or spiritual accompaniment.
- Knowledge of the Scottish Episcopal Church and its liturgical tradition.
- Experience of developing pupil-led worship, service or social-action programmes.

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Personal Qualities

We are looking for someone who is:

- Warm and approachable – able to establish trusting relationships with young people.
- Spiritually grounded – confident in their own Christian faith while respectful of different beliefs and perspectives.
- A thoughtful communicator – able to make complex theological and ethical questions accessible and engaging.
- Pastorally wise – able to listen carefully and respond with compassion, discretion and appropriate boundaries.
- Collaborative – comfortable working with teachers, senior leaders, clergy, families and external professionals.
- Creative – able to develop worship and chaplaincy programmes that speak meaningfully to contemporary young people.
- Visible and engaged – an active member of the Senior School community rather than someone whose role is confined to chapel or services.
- Reflective and resilient – able to deal appropriately with the emotional demands of pastoral work.

Safeguarding

Glenalmond is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be required to undertake all appropriate pre-employment checks, including PVG membership and any other checks required by the College and relevant Scottish safeguarding legislation and guidance.

Terms & Conditions

The College has its own pay scale. We can offer you a competitive salary, complimentary refreshments during working hours, a good working environment as part of a close-knit team, and the possibility of opportunities for the role to grow and develop. Fee concessions are available for staff children who attend Glenalmond, and there are various reciprocal arrangements with local Prep schools.

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Application

Candidates should submit a completed application form together with a supporting statement outlining their experience, theological and pastoral approach, and their vision for chaplaincy within a Senior School to HR@glenalmondcollege.co.uk

Closing date: 11th December 2026

Interview date: To be confirmed with the candidate.

Start date: September 2027

Glenalmond College is committed to equality, diversity and inclusion and welcomes applications from candidates who will contribute positively to the life of our school community.