

**Role Dependent On Funding*



O-18 Discipleship and Vocations Strategy Lead

Job Description & Application Pack

Christian Jobs
Work With Purpose



Job Overview

Title:	0-18 Discipleship and Vocations Strategy Lead
Salary:	£45,000
Hours:	Full-time 35 hours per week, Monday to Friday
Accountable To:	Director of Vocations
Start Date:	1 st April 2025
Location:	St James' House office based. Hybrid working is available with a normal balance of 3 days in the office. Travel within the diocese, and at times further, is required with some evening and weekend work required

Liverpool diocese shares the Church of England's ambition to grow a church that is younger and more diverse. To this end, Liverpool diocese is seeking to form a new team focused on developing and implementing a new and comprehensive 0-18+ discipleship and vocations strategy that will be ambitious yet achievable (depending on funding agreement).

It is a very exciting opportunity. From a low base, our objective is to see significant growth in the number of children and young people encountering Jesus, becoming embedded in a discipleship journey in church communities, and going on to explore their vocation, including mission and ministry leadership in some capacity.



Job Overview

This new role is key – it will form, shape and lead a new team, who will, alongside church and lay ministry leaders, develop and implement an integrated 0-18+ discipleship and vocational strategy for the diocese, building on initial insights, research and current projects.

This role will form, lead and manage a new team of specialist diocesan leads in the following areas, and will establish a healthy, collaborative and accountable culture:



Children & Family Strategy Lead



Youth Strategy Lead



Schools Worshipping Communities' Coordinator



Young Adult Strategy Lead



Admin Assistant For 0-18 Work

The team will be responsible for: working together to develop an integrated strategy across 0-18+ ages; producing and sign-posting support and resources; acting as a coordinating point within the diocese; convening learning communities and leading learning reviews; working closely with colleagues in the Learning & Development team to help shape a relevant lay and ordained learning curriculum; working with Cultivate Course Leaders and the Schools Education Team developing new worshipping communities in schools; acting as advocates in relation to developing vocations in others; mentoring and supporting volunteers; and operating to the highest professional standards in children and youth work.

Position in organisation/accountable to:

This position sits within the Discipleship and Vocations Team and reports to the Director of Vocations.

Scope of role:

- Develop and lead an integrated 0-18+ children and young people's discipleship and vocation strategy.
- Lead, manage and support the 0-18 discipleship and vocation team.
- Plan to a budget to ensure delivery of a sustainable programme.
- Act as an advocate for 0-18+ discipleship and vocation strategy within the diocese.
- Work closely with colleagues within the Discipleship and Vocations team, Schools Education Team, relevant Project Leads and with leaders across the diocese, to identify opportunities and synergies to strengthen 0-18+ work.
- Work closely with colleagues in the Learning & Development team to help shape a relevant and effective development curriculum for those in 0-18+ ministry.
- Champion best practice and the highest professional standards of working with children and young people.
- Develop in your own spiritual discipleship journey.

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Duties and Key Responsibilities:

- Develop and lead an integrated 0-18+ children and young people's discipleship and vocation strategy. This will be in collaboration with lay and ordained leaders within the diocese, your own team, and other key stakeholders, taking into account recent research into children and youth work within Liverpool diocese and insights from other dioceses.
- Lead, manage and support the 0-18+ Discipleship and Vocations Team. This includes; forming and shaping the team and leading the team with vision; establishing a healthy collaborative and accountable culture; involving the team in developing strategy; managing the team well - setting objectives, reviewing performance, providing support to achieve objectives; discussing personal and professional development opportunities. The team includes:
 - ◆ Children & Family Strategy Lead
 - ◆ Youth Strategy Lead
 - ◆ Schools worshipping communities' coordinator
 - ◆ Young Adult Strategy Lead
 - ◆ Administrative support
- Plan budget for the 0-18+ Discipleship and Vocation team. This includes creating, overseeing and reporting on the overall team budget and budgets within each team, and being accountable to the Director of Vocations for managing spend vs budget. This includes the oversight of (funding dependent) a significant investment in training a pipeline of frontline youth ministry workers, supporting employment and development of 'youth hubs' in each area of the diocese and the development of volunteers.
- Act as an advocate for 0-18+ discipleship and vocation strategy within the diocese. This includes input and support to the 'Lifecall' vocations work including speaking with people interested in pursuing children and youth work ministry.
- Work closely with colleagues within the Discipleship and Vocations team, and across the diocese to identify opportunities and synergies to strengthen work with children, young people and young adults. This includes regular liaison with team members in other diocesan teams, clergy and lay leadership in deaneries – especially Rectors in Larger Single Parishes and the leadership of Resource Churches.
- Work closely with colleagues in the Learning & Development team to help shape a relevant and effective development curriculum for lay and ordained ministry with 0-18+ ages. This includes participating in training needs analyses for 0-18+ ministry leaders and volunteers, curriculum evaluation and supporting learning programmes/personal development plans for key leaders.

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- Champion best practice and the highest professional standards of working with children and young people. This includes:
 - ◆ Close teamwork with the Safeguarding Team, Schools Education Team, Vocation Team, Mission Team and Learning and Development Team
 - ◆ Close liaison with Emmanuel Theological College on the content and practice of Youth ministry development
 - ◆ Being an active member within the National Church children and youth worker network drawing on learning, best practice and future funding opportunities
 - ◆ Personal professional development
- Develop in your own spiritual discipleship journey. This includes appropriate attention to their own spiritual formation, as well as emotional, physical and mental health.



About the Diocese of Liverpool

The Diocese of Liverpool is the Church of England in a corner of the north west with churches from Southport to Widnes; Wigan to Warrington and throughout the city of Liverpool all working their hardest to fulfil our vision of asking God for a bigger church making a bigger difference with more people knowing Jesus and more justice in the world.

As we work towards that vision we have four priorities:



Introducing people to Jesus



Deepening discipleship



Developing Christian leaders



Working for justice

Our Values, Culture and Working Practices

The diocesan offices provide essential support services to our parishes with many specialist staff offering expert support to our frontline parishes. We have a reputation for being a creative organisation securing national church backing for a range of innovative projects.

We are a small, supportive team offering a flexible approach. We have adopted a hybrid model balancing office based with home-based working. We are serious about the work life balance with generous holiday allowances and access to an Employee Assistance Programme. Diocesan staff have a strong working relationship with Liverpool Cathedral and our offices sit in the shadow of this magnificent iconic building.

Liverpool Diocese is committed to treating our whole community with dignity and respect. We desire to represent diverse identities within our community whether this be by race, culture, religion, sexual orientation, gender, disability or social background of each person to ensure they fulfil their potential within a proactive, loving and caring environment.

For more information visit our website: liverpoolcofe.org

About the Diocese of Liverpool

Our values underpin the culture of working for the Diocese of Liverpool at St James House.

- **Dynamic:**

This means we are creative, open minded and willing to adapt for the good of the organisation. We make things happen, embrace and drive change and do great things with enthusiasm, passion and enjoyment.

- **Respectful:**

This means we respect and value the contribution of all colleagues and treat each other and those we serve with respect, courtesy and warmth. We try to respond promptly and appropriately to requests from others.

- **Professional:**

This means what we do, we do well and perform to the best of our ability, ensuring our knowledge is kept up to date. We demonstrate a 'can-do' attitude and take ownership of issues, aiming to exceed expectations.

- **Collaborative:**

This means we willingly share ideas, knowledge, expertise and experience and seek to understand and work with other teams. We help, support and guide each other, believing we do it better together.

Our Future – New Strategic Investment:

Liverpool Diocese is on a journey of transformation with the goal of enabling all parishes, church plants, fresh expressions, schools and chaplaincies to fulfil God's mission and to make new disciples where they are. The Diocese of Liverpool is seeking significant financial investment from the National Church to support its strategy over the next 7 years. The investment will enable a significant programme of work and ministry to catalyse missional growth, equip those in ministry, and work towards financial sustainability. Key areas include:

- **Mission:**

Investing in our youth and children's work, growing our social and racial justice work, planting and revitalising churches, and establishing new worshipping communities.

- **People:**

Strengthening our work in discipleship and formation, developing clear vocational pathways through Lifecall, and making training and development available for people in lay and ordained ministry.

- **Financial Sustainability:**

Supporting congregations to see giving as part of their whole life discipleship; provide advice and resources to ensure we make the most of our church buildings and assets; offering grants for mission and sustainability.



About Fit for Mission

The Fit for Mission programme is the central part of the diocesan strategy. It provides focus and support to work together to face the significant issues that hold back mission and growth. Fit for Mission will support each deanery in the Diocese of Liverpool to create their own future. There are six elements, and for each of them the programme will make available help and specialist resources:

- 1** A focus on developing our discipleship culture through training and support, including delivering 'Cultivate', a successful Local Missional Leadership programme. This programme is already contributing to the establishing of newly planted worship communities and justice initiatives.
- 2** Creating core support-services in deaneries to support and resource mission.
- 3** Creating missional leadership teams of lay and ordained people over larger areas with responsibility for specific mission and worship communities.
- 4** Developing agreed mutual support and accountability structures for all leaders.
- 5** Work towards each deanery having one or two Larger Parishes. This will enable a more 'joined-up' and strategic approach to mission - catalysing new worshipping communities and more justice initiatives whilst retaining a sense of locality and diversity of worship; a ministry team able to 'play to their strengths'; and centralised benefits to administration and support.
- 6** Making sure buildings are fit for purpose, with building expertise available to assist in making good decisions on use, investment, or closure.

For more information on Fit for Mission go to liverpoolcofe.org/fitformission

Person Specification

Experience	Essential	Desirable
Children and Youth work leadership experience in a Christian church context	✓	
Ideally, have the above experience across a diocese or denomination in a multi-social/ethnic context		✓
Proven ability to lead and develop a team - including inspiring a team as well as dealing with challenging performance issues	✓	
Management of a budget including reporting	✓	
Proven experience of working positively with the full breadth of theology in the Church of England to fulfil missional goals	✓	
Experience of leading teaching or training in children or youth work		✓



Person Specification

Knowledge & Skills	Essential	Desirable
Children & Youth qualification (at degree level or equivalent experience)	✓	
Strong communication skills – oral and written	✓	
Team management experience including mentoring/coaching skills	✓	
Demonstrable Leadership skills – set out a vision, confidently lead others with a posture of humility and service, draw people towards and together	✓	
Excellent listening and discernment skills	✓	
Financial/Budget management	✓	
Safeguarding best practice	✓	
Project management	✓	
Proven ability in developing multi-agency work agreements and collaboration in children and youth work		✓

Personal Qualities & Qualifications	Essential	Desirable
A person of prayer and deep Christian faith	✓	
Collaborative, approachable, team player, builds networks	✓	
Self-motivated with the ability to motivate and inspire others	✓	
Resilient with an ability to work independently at times, ensuring tasks promised are fulfilled	✓	
A person of integrity, managing confidential information securely	✓	
Theological Education or training to degree level or equivalent		✓

The post holder must be in sympathy with the aims and ethos of the Church of England. The post holder must also fully support the Values of the Diocese of Liverpool/Liverpool Cathedral.

Applications

Applicants should enclose a completed Candidate Bio Details Form (attached to the advert) alongside an up-to-date CV.

Applications should be forwarded to: applications@christianjobs.co.uk

All applicants will receive a response within 2 working days.

Please note that we can only consider applications from candidates who have the legal right to work in the UK.



Joe Santry - Christian Jobs, Business Manager

"Youth and children's work is increasingly becoming more of an issue for churches in the UK - How to do it well and how to find and train the right people? The dynamic and innovative approach Diocese of Liverpool are taking means that this is one of the most exciting projects taking place right now. This role would be great for a natural leader who can motivate and challenge teams who has a background in working with youth and young children."

To learn more about this role, contact joe.santry@christianjobs.co.uk



Useful Links

<https://liverpoolcofe.org/fitformission/>

<https://liverpoolcofe.org/wp-content/uploads/2024/09/fit-for-mission-at-a-glance.pdf>

<https://liverpoolcofe.org/fitformission/programme-chronology/>

<https://www.youtube.com/watch?v=m3EbTjhGtKk>

<https://youtu.be/6rrixbdU9Es?si=sOBsHF0n88GBZ2bs>