

Youth and Students' Pastor July 2025

A. Employment details:

Job Title: Youth and Students' Pastor

Employer: St John with St James PCC

Reporting to: Vicar Rev. Sam Sanya

Employment Term: Initial Three-year contract with a possibility of extension.

Probationary period: Three months

Hours: 20 - 30 hours per week to include children's midweek activities with some evenings. Required to work Sundays. (Can be converted to full time for the right person).

Salary: £14-24K

Holiday: 30 days including Easter and Christmas (pro-rata).

The role is based at St John's Church and a commitment to regular worship here is Assumed.

B. Pre employment checks will include:

- a DBS background check through the Diocese of London.
- Satisfactory References
- Evidence of right to work in the UK
- Occupational health check to establish whether reasonable adjustments are Necessary

C. Role Purpose

At St John's our vision is one of Discipleship and Outreach – to Belong and Participate. The Children and Families Leader has a key role in fulfilling this vision amongst our teenagers and young adults.

- To bring vision and leadership to the youth and young adults ministry at St John's Ealing
- Be responsible for all activities, groups and events for those in Years 7-13 which include Wednesday Night Youth, Meet & Eat (Sixth Form group).
- A possible youth/young adults' service.
- Links with local secondary schools, colleges and universities.
- To work across partner churches in Ealing/West London as the youth ministry is collaborative and not solely based at one church.

Vision and Strategy

This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010

- To oversee and lead ministry to young people
- Be creative and flexible in how young people are reached with the Gospel and disciplined as followers of Jesus
- To create, plan and implement a programme for weekly, termly and yearly activities for young people. This will include socials, evangelism, ongoing discipleship and other events including weekends away and summer festivals (e.g. New Wine).
- To build relationships with and work in local secondary schools.
- Lead the youth ministry in a way that young people are ministered to in the power of the Holy Spirit, grounded in biblical teaching, pursuing intimate worship and building community together.
- Develop and grow the team of main volunteer leaders, which will involve older teenage leaders. This will involve youth team meetings and investing in the team with relevant training.
- To encourage mentoring relationships throughout the youth ministry and to be a mentor to young people, helping them develop as young leaders.
- Communicate effectively with parents and carers of young people
- Work alongside the Children's and Families Leaders (across the family of churches) to ensure smooth transition for young people coming into the youth ministry
- Ensure that school leavers find their place and support in the wider church upon leaving the youth ministry and preparing them for their next step (e.g workplace/university/apprenticeship).
- You will keep in touch with young people away at university or college.
- Explore links into University of West London
- Build on our newly launched partnership with Fusion
- Intentional mentoring and discipleship on young adults and students

Safeguarding

- Ensure that Diocesan Safeguarding and recruitment procedures are complied with and that all those working with children are trained in good practice regarding keeping children safe.
- Work with the Parish safeguarding team to ensure a safe environment for all activities amongst our young people.

Pastoral Oversight

- Ensure the vision of the youth ministry allows every young person to grow as a follower of Jesus and to be all that God has called them to be.
- Support, care for and encourage every young person who is connected to the youth ministry
- To coordinate the programme for the young people, which will cater as far as possible for their spiritual, social and learning needs.

Wider church, local and national links and networks

- To be accountable to the Vicar in terms of the development of any strategy and objectives for the on-going youth ministry at St John's and to supply budgetary proposals for this work.

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- To represent and advocate for the needs and views of St John's Youth to the Vicar.
- To assist with seasonal and special services and events as agreed with the Vicar.
- To develop links with local organisations and statutory bodies relevant to the church work with young people that will enable development and growth.
- To support the wider work of the Willesden Area by maintaining and developing links with local churches for the purpose of evangelism, outreach and training among young people.

General duties as part of St John's staff team:

- Be an effective team player and work closely with the Vicar and other leaders and staff members
- Participate in regular staff and supervision meetings with line manager as appropriate
- Participate in church life and events. Our youth minister is encouraged to take part in events for the church family and to be willing to step outside of their regular responsibilities to offer practical help and support to church-wide events.
- Assist in any other ministries that benefit the church as is appropriate and realistic.
- Ministers/ Pastors are encouraged to meet regularly with a Christian mentor (someone from within or outside St John's).

Self-care

- Deepen and develop one's own personal faith and commitment to Christ through participation in Christian worship and membership of a Christian community, taking time for personal prayer and study.
- The PCC with the Vicar would support you in looking and financing relevant theological/skills developmental training.
- The PCC and Vicar expect you to take and guard your time off and holiday.
- The PCC and the Vicar would encourage you to prioritise personal prayer and study as part of your work.

D. Skills, Qualifications, Competence Level

Qualifications/Education Required

- Hold a qualification (Diploma/Degree) in either Youth Work or Theology (or be willing to train to receive a relevant qualification)
- A Levels (or equivalent) required – any subject

Experience/Knowledge Required

- Relevant experience working with young people
- Experience in leading teams and managing volunteers
- Experience in pastorally working with youth and young adults
- Experience in working with schools, colleges or universities (desired)
- Good understanding of the Bible and good communication skills
- Awareness of pressures and challenges facing young people
- Understanding of youth culture in the UK and how this affects ministry to young people

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- An understanding and alignment to the values of the Church of England and New Wine.

Whilst the primary focus of the youth leader will be leading the youth ministry, it would be advantageous if anyone applying had skills & experience in one or more of these areas:

- Musical/ Worship leading
- Creative communication: social media, brand design, creating videos or online content
- Knowledge of Church Suite and/or WordPress

Personal Competencies Required

- A strong desire to personally pursue God in prayer, biblical reading and worship, amongst other gifts and rhythms.
- Relational and able to connect with young people well
- A desire to raise up and empower young leaders and others.
- A hunger to see the Holy Spirit move in power throughout the church.
- Great team player and able to work across the family of churches
- Willingness to learn from others (including personal development and taking appropriate qualifications) and to impart skills where needed.
- Able to communicate well and to recruit, lead and encourage volunteers and teams.
- Able to prioritise and manage time.
- Ability to organise events.
- IT competent and able to communicate to young people, parents and others through appropriate forms of media (including social media and other digital platforms)
- Be up to date with latest safeguarding and child protection guidelines