



Cambourne Church is committed to being a Christian community which is open, prayerful, and loving, which serves Cambourne with the good news of the gospel and where disciples of Jesus Christ are made.

A partnership of the Church of England, Baptist Union, United Reformed Church and Methodist Church.

Job Title: Ministry Team Leader for Children and Young People

Job Type:	Full-time Role - 2 years initially with potential to extend	Work Hours:	37.5 hours per week
Position:	Ministry Team Leader for Children and Young People	Location:	Cambourne, Cambridgeshire
Manager:	Revd Bill Miller, Minister of Cambourne Church	Direct Reports:	Oversight of volunteer groups
Salary:	Between JNC pay scale 22 & 23, plus benefits – Dependent on experience	Travel:	Limited local travel required

Job description:

Role summary –

The role is vibrant and varied. You will take accountability for the strategic development, oversight and ensuring the delivery of our ministry with children and young people, in the context of the church's wider vision and mission.

You will work in close partnership with the church minister as part of the staff team. A key element of the role is building and supporting volunteer teams with the goal of growing children and young people as disciples of Jesus Christ.

Responsibilities –

- Develop and deliver a strategic vision for ministry, evangelism, and discipleship among those up to the age of eighteen.
- Conduct an annual review of the current ministries, ensuring their ongoing relevance.
- Work in collaboration with the minister, staff team and church council, representing children and young people and ensuring that the work with them is both embedded in wider church life and consonant with the vision and values of the church.
- Build and nurture sustainable teams, which engage and develop the skills and strengths of the volunteers, to minister among children and young people.
- Provide subject matter guidance and support, acting as a resource to volunteer team members and other stakeholders as appropriate.
- Take responsibility for identifying and disseminating appropriate curricula, resources, and training.

- Continue to oversee and develop our existing provision for children and young people volunteer groups.
- To oversee the ministry with children and young people in a way that follows Cambourne Church's safeguarding and safer recruitment policies and procedures. To respond effectively and appropriately to any safeguarding concerns, as they arise, following the safeguarding [protocol] with support from [Diocese, Parish Safeguarding Officer and Clergy] where appropriate.
- Model discipling children and young people through relationships as well as through appropriate programmes.
- Partner and engage with families so that the work with children and young people encompasses the realities of home, as well as church life and encourage whole families to engage with God.
- Empower children and young people to have voice in church life and ensure they feel included and valued.
- Build an effective network with key local agencies and groups, sharing and drawing on best practice - including WCCYM, Romsey Mill and local schools – partnering as appropriate.
- To oversee existing work with schools, including occasional assemblies/collective worship, visits and lessons in Primary Schools and in the local Secondary School. To further develop links and work with our local schools to develop regular involvement, liaising with the schools directly, in partnership with the minister and other local partners.'
- Keep self-and others abreast of developing themes and emerging needs nationally in children and youth work, drawing insights into the development of local strategy.
- Take an active role in the life of the church and community.
- Set and manage the children's and youth ministry budget.
- From time to time lead Sunday services in collaboration with the Minister, Council elder or other coordinators of the service.
- Perform any other duties as may be required by the church.

Technical competencies, skills, and experience:

The following are considered essential for the role –

- At least two years' experience of work and leadership with children and young people in a Christian context
- Ability to build and maintain consistent appropriate relationships with children, young people and their families.
- Confidence in communicating Christian faith to a range of people of different ages and backgrounds. Able to talk about Jesus Christ and the good news of the Kingdom of God in a way that is exciting, accessible, attractive, and sensitive to the situation, within and beyond the Church.
- Ability and evidence to competently enhance and deliver on the strategic vision.
- A team player and leader who naturally draws people together. Evidence of successfully growing, leading, and training teams. Confidence and sensitivity in working with, leading, mentoring, training, and managing volunteers.
- Flexible and adaptable mindset to changing needs and plans

- The ability to self-reflect. Committed to personal growth and professional development. Willingness to undertake further training and development, where appropriate as identified with line manager.
- Self-motivated, organised self-starter, who can handle a diverse workload, discern priorities, and meet deadlines. Evidence of ability to plan and co-ordinate as well as collaborate well with others.
- Fluency in both verbal and written English
- Confidence in interacting with people within the church and the external community - face to face, by telephone, by email or otherwise.
- Able to use tact and diplomacy to exchange information and address sensitive issues.
- A comprehensive knowledge of safeguarding requirements and the ability to handle confidential and sensitive information.

Personal attributes:

The role requires a talented, highly motivated individual who has the following attributes -

- Vibrant Christian faith with a passion for the gospel of Jesus Christ.
- Heart for children and young people.
- Proactive, “can do” attitude.
- Self-starter who must be able to take on responsibility and manage their own time effectively.
- Good sense of humour, and ability to have fun.
- Ability and intent to model our church values and operate according to our code of conduct.

Qualifications and memberships:

A professional with proven experience in children’s and/or youth work. A relevant qualification would be an advantage.

Career paths:

Cambourne Church is committed to providing opportunities for personal and professional development. Potential career paths for this role may be discussed as part of performance reviews and career aspiration discussions with your manager.

Benchmark Pay Source: Joint Education Services Circular (JESC) no 225 - Youth and Community pay agreement 2024

Future salary awards are discretionary (unless otherwise stated) and dependent on various factors such as budget, external market data, internal salary and reward structure and individual performance.