

# Job Vacancy Youth Pastor

37.5 Hours • £29k - £34k



stjohnsharborne

# Welcome

Dear Applicant,

Thank you for your interest in the role of Youth Pastor at St John's, Harborne. I'm delighted that you are considering joining our team at this exciting and significant time in the life of our church.

I was appointed as Vicar in 2024, and we are in the early days of discerning afresh God's vision and values for our community. As we prayerfully seek His direction, we sense a clear calling to focus on three key themes:

- Encounter – seeking God first, and prioritising him in all that we do
- Formation – becoming more like Jesus in every aspect of our lives
- Mission – sharing Jesus with others, both in our local community and beyond

As Youth Pastor, you'll play a vital role in shaping the ministry around these themes. St John's is a large, charismatic evangelical Anglican church with a deep desire to see lives transformed by Jesus including young people in the local community. Over the past few years, we've navigated the challenges and opportunities of a major building project, church planting, and finding our rhythm again in a post-pandemic world. We're now in a season of growth—both in numbers and in the rich cultural and ethnic diversity of our church family—which is something we're celebrating and want to continue to nurture.

If this resonates with you, I would love to hear from you. The information included in this pack will help give a sense of who we are and what goes on here. Please do take time to pray and discern whether God may be calling you to join us in this next season.

I look forward to receiving your application.

With every blessing,



Jon Tattersall  
Vicar, St John's Harborne

Closing Date: Sunday 30 November 2025, 12pm

God is on the move in our Youth! We have a large and thriving youth ministry, serving over 90 youth aged 11- 18 each week as well as 45 regularly attending our monthly youth socials. Whilst a large proportion of these are from St John's church families, others attend other churches and we're seeing more and more coming from unchurched families, with a desire to learn about Jesus and follow Him.

Volunteers are vital to the success of the ministry, with individuals encouraged to join a school year small group, led by volunteers in their home. The volunteers mentor and pastor the small groups from 11- 18 as they journey in faith and the group often form strong friendships which can last through life.

There are also groups on a Sunday: for years 7-9 (Pathfinders) during the morning service and year 10-13 meet before the evening service (Authentic).

Pathfinders and Authentic each have an opportunity to go away as a group for a weekend each year, where they can spend time together having fun, studying the word and soaking in the Spirit.

Each summer the youth have an opportunity to attend a Christian youth festival: the last few years they have had fun and spirit filled time at Limitless.

Our monthly Friday socials are enjoyed by Harborne Youth where they have fun, snacks, and learn about Jesus: it's a great mission opportunity.







# Job Description and Personal Profile

## Role - Youth Pastor

### Purpose of Post

- To lead and develop St John's ministry with young people aged 11–19, helping them grow in faith and flourish in life
- This role will encourage young people to encounter Jesus, grow as lifelong disciples, and discover their place in God's mission
- The Youth Pastor will also invest in building strong relationships with key stakeholders—including parents, carers, and volunteer teams—to create a supportive and vibrant environment where young people can thrive

### Qualities you will display:

- Relevant youth work training and/or experience
- Demonstrable Biblical knowledge
- Experience of motivating, leading and releasing volunteers, including small group leaders.
- Good teaching, training, and coaching skills
- Ability to connect with, and inspire young people
- Ability to communicate with young people, parents and other church members.
- Good pastoral and interpersonal skills
- Good oral and written communication skills
- Relevant IT skills including use of MS Office and Social Media platforms
- A self-starter able to manage their own time

### Background and Knowledge

- A committed Christian who is prayerful and open to the renewing work of the Holy Spirit and one who holds to traditional church beliefs and teaching in matters of faith and conduct
- A willingness to work within the authority structures of the Church of England, and to become a worshipping member of St John's

## **What the Job Entails**

The following areas will be within the scope of the post which focuses mainly on young people aged 11 to 19. The Youth Pastor will be responsible for deciding with their line manager the prioritisation of these.

### **Building Up & Supporting Leaders**

- To be responsible for the recruitment and equipping of youth leaders. To support them in developing skills to inspire and pastor young people both within and outside of the church. This will include leader training days and gatherings, 1:1 meetings.
- To plan, co-ordinate and supervise groups and activities to ensure:
  - that they are adequately and timely resourced
  - the selection of suitable teaching materials and appropriate activities (term planning)
  - the on-going monitoring of performance, providing constructive feedback and encouragement.

### **Building Up Young People**

- To encourage young people to follow Jesus, to mature in their faith, equipping them to be lifelong followers of Jesus.
- To encourage young people to play an active role in the life of St John's, through worship and the use of their gifts and skills in the Church and other groups.
- To take the lead in planning and delivering a Bible based, word and spirit, teaching programme
- To support the discipleship of young people including preparing them (as appropriate) for baptism, confirmation, and opportunities to serve
- To oversee the pastoral care of young people, including the building of good relationships with parents and leaders
- To promote the voice of young people within the life of St John's

### **This will be achieved by:**

- Ensuring the continued success of existing ministry models including small groups, pathfinders and Authentic Sunday groups, weekends away
- Taking a group to a Christian summer festival aligned to the theological understanding of St John's, such as Limitless
- Creating new opportunities and initiatives (approved by your Line Manager/ clergy)
- Leading and/or preaching at Sunday services

### **Reaching Out**

- To sustain and develop outreach opportunities to a generation who may not have heard of Jesus
- To develop and sustain relationships with other youth organisations
- To build links with local schools and develop new opportunities for working with them

## **This will be achieved by:**

- Monthly Friday night social
- Creating new opportunities and initiatives (approved by your Line Manager/ clergy)

## **Supporting the wider work of St John's Church**

- To work with clergy and other staff to ensure the smooth running of St Johns and the development of new initiatives as appropriate
- Leading and/or preaching at Sunday services

## **General**

- Work with the Safeguarding Team, and other stakeholders to ensure that St John's meets the requirements of relevant legislation, Church of England requirements and general good practice regarding the Safeguarding of children and young people and health and safety
- To agree expenditure and budget with line manager and Treasurer/ Operations Manager
- To provide reports of work as requested
- To undertake relevant training as needed
- To carry out such other relevant duties as may from time to time be agreed

## **How you will be measured**

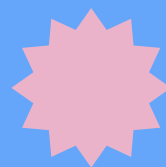
- Progress made in delivery of key work objectives
- Extent to which volunteers have been released and skills harnessed
- General positive feedback

# Working Arrangements

- The post holder will report to the Associate Vicar or their nominee
- The contract will be permanent, a probationary period of 6 months will be applicable
- The hours worked will be flexible and will include regular evening and weekend work
- You will be expected to take at least one clear day off each week
- The post attracts 5 weeks paid annual leave plus statutory bank holidays
- The post holder will need to provide his/her own accommodation
- Office space will be provided on church premises
- The post holder will be subject to a full check from the Disclosure and Barring Service







# Person Specification

Requirements	Essential/ Desirable	Assessed by
St John's is committed to safeguarding and promoting the welfare of children, young people, and adults at risk. All post holders and voluntary workers within the church must share this commitment.	E	
Right to Work. Any offer of employment will be subject to the applicant providing necessary documentation to prove their right to work within the UK.	E	A, I
Any offer of employment is subject to an Enhanced DBS and other appropriate checks as required	E	
To be or become a committed and active member of St John's, involved fully in the life and ministry of the church	E	
<b>Personal Characteristics</b>		
A vibrant Christian faith and a heart and gifting to lead young people to faith in Christ and disciple them	E	I, R
A developed and maintained prayerful spiritual life	E	I, R
Ability to fit into the staff team – accountability, flexibility, a 'can-do' attitude, reliable, enthusiastic, and a sense of humour	E	I

	Essential/ Desirable	Assessed by
<b>Experience</b>		
Experience of working in a similar role or significant experience as a volunteer	E	A, I
Leadership experience in either paid or voluntary capacity	E	A
Experience of delivering appropriate training & mentoring to develop and releasing others in ministry	D	A, R
Demonstrable experience of working in a team environment	E	A
<b>Qualifications</b>		
Good standard of education	E	A
Theological and/or Youth Work Qualification	D	A

A - Application

I - Interview

R - Reference



# Salary & Pension

## **Nature of Post: Full Time**

Your basic working week will be 37.5 hours and such other hours as may reasonably be necessary to deliver your job description effectively at times and places to be agreed by the Employer

## **Remuneration**

**£29,847.10 - £34,970.64**

An incremental pay scale operates within the above salary range and is linked with the annual review and development process.

The job holder will be automatically enrolled in the Friends Life Flexible Retirement Account which is a Self-Invested Pension Plan (SIPP). The current contribution rates are Employer 3% and Employee 5%

## **Equality Act 2010 relating to Religion or Belief and Sexual Orientation**

For the purpose of both of the above Regulations it is considered to be an Occupational Requirement that you share and endorse the understanding that St John's Church, as an evangelical charismatic church, has of Christian faith, conversion and commitment, sexual and moral conduct and lifestyle. If further clarity is required, this can be provided on request.



**Apply today at  
[stjohnsharborne.org/vacancies](https://stjohnsharborne.org/vacancies)**

Job Application Pack – Youth Pastor