

Youth Pastor
St Paul's Carlton

JOB PROFILE

Title:	Youth Pastor
Contract:	Fixed term for 6 months with the possibility to extend to 2030
Reports to:	Priest in Charge
Location:	St Paul's Carlton
Basis of employment:	Full time – 35 hours per week
DBS check required? (Yes/No)	Yes
Special conditions of employment	There is a genuine occupational requirement for the post holder to be a communicant member of the Church of England or a member of the Churches Together in Britain & Ireland.
Date written/updated	July 2025

PURPOSE OF ROLE

The role is to develop and embed an effective youth ministry (11-18yrs) at St Paul's church and subsequently extend outreach into the surrounding areas by working in partnership with other churches and ministries.

MAIN RESPONSIBILITIES

Provide strategic leadership of the youth ministry under the authority/guidance of the Vicar with the aim of creating new youth missional initiatives to reach and disciple young people.

Pastoral care of 11-18s at St Paul's.

Work closely with the leaders to establish a vision for outreach and discipleship to young people at the heart of St Paul's.

Develop and establish a thriving Youth ministry both at Sunday Worship Services and different outreach ministries during the week.

Recruit, build, train and run a volunteer youth ministry team, releasing the gifts in other members of the congregation.

To disciple 11-18s at St Paul's on Sundays and throughout the week.

Oversee the youth budget working with the operations manager/leaders/treasurer to run it effectively and explore possible funding opportunities to further the development of the ministry.

Explore opportunities alongside the leaders to start new youth outreach across the communities of Carlton and Colwick, including into in schools where possible.

Establish and grow links with local schools to include leading assemblies, special events, services and supporting the delivery of lessons.

Ensure all safeguarding policies and procedures are adhered to in all working practices.

Work alongside the wider staff team on key objectives to serve the wider community.

ROLE DIMENSIONS

Budget management (where relevant)	Monitoring youth budget
People management	Line management of other volunteers
Key relationships – internal	Leaders PCC
Key relationships – external	Diocesan Lead for Growing Younger Disciples (Children & Youth Lead) Local Schools Other Table network Youth Pastors

PERSON SPECIFICATION

	Essential	Desirable
Personal Characteristics	A heart and passion for the worship of Jesus Christ, working itself out in a daily walk with Jesus, underpinning a lifestyle of integrity and a commitment to personal growth.	Willingness to attend training and learn new skills as required. Ensuring these are kept up-to-date.

	<p>Passionate about young people coming to know Jesus and confident in discipling them in their walk with God.</p> <p>Comfortable in secular youth culture and natural in communicating the Christian faith there.</p> <p>Comfortable in operating their own spiritual giftings and the ability to develop spiritual gifts in others.</p> <p>Prepared to take risks and in mission, make mistakes and learn from them.</p> <p>Ability to help youth connect with Jesus and develop in their faith.</p> <p>Ability to inspire people to volunteer in the Youth ministry and to build an effective Youth team.</p>	<p>Ability to use Church Suite.</p> <p>Ability to use Canva</p>
Competencies and Skills	<p>Ability to help young people and their families connect with Jesus and develop in their faith.</p> <p>Ability to inspire people to volunteer in the youth ministries.</p> <p>Excellent communicator particularly with young people and their families.</p> <p>Ability to work as part of a team, able to support and bring out the best in colleagues.</p> <p>Ability to connect with volunteers and help to develop their skills.</p> <p>Competent user of Microsoft office products (Word, Excel, etc.), OneDrive and Zoom</p>	
Qualification and Experience	<p>Educated to A level standard or equivalent level of work experience.</p> <p>Experience of working with young people and families.</p> <p>Experience of leading/developing others including volunteers.</p>	<p>Experience of youth and family work in a church setting.</p> <p>Relevant qualification.</p>
Knowledge and understanding	<p>Knowledge of the strategies to be employed to encourage youth into becoming members of the worshipping community</p>	

	Good understanding of the principles of Safeguarding of Young People and Vulnerable Adults, and willingness to develop a thorough working knowledge of safeguarding including safer recruitment practices.	
Special Requirements	Willing and able to work flexibly, recognising that Church life does not fit normal office hours. You can expect to work some evenings and weekends and to attend and participate in meetings/events.	Ability to innovate and imagine creative methods in reaching previously unchurched young people

TERMS OF EMPLOYMENT

Work pattern	<p>Standard working hours are 35 hours a week. Core working hours for this role are Mondays, Wednesdays and Sunday mornings. The remainder of the 35 hours can be worked flexibly between Monday to Friday.</p> <p>The role holder will need to be flexible to work on certain key dates within the church calendar, including:</p> <ul style="list-style-type: none"> • Sunday Services • Christmas & Easter services • Weekends away & Summer Festivals <p>Where additional hours are required for such events, these can be reclaimed as TOIL.</p>
Salary	The salary range for this role is £28,154 -£31,285 depending on experience. Plus, up to 6% employer pension contribution.
Holiday	25 days holiday per annum plus 8 bank holidays
Probation	6 months