

## Youth Team Leader

### *St Ann with Emmanuel, St Ann's, Nottingham*

JOB PROFILE	
Title:	Youth Leader (Ministry & Mission)
Contract:	Fixed term 2 years (with possibility to extend to end of 2030, subject to funding)
Reports to:	Vicar
Location:	St Ann with Emmanuel Church and St Ann's area
Basis of employment:	Part time – 15 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	February 2026

PURPOSE OF ROLE
The role is to develop and embed an effective youth ministry (11-18yrs) within St Ann with Emmanuel church/parish: discipling our youth. This will include establishing a discipleship programme, outreach into the community and developing positive links with young people in the area. We want to create a discipleship pathway for young people in St Ann's: from 'the streets' to a living and active faith in Jesus.

MAIN RESPONSIBILITIES
<p><b>Strategic Lead and Vision</b></p> <ul style="list-style-type: none"><li>• 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.</li><li>• Work closely with the vicar to develop and implement a clear Youth strategy and effective Growing Disciples Plan.</li><li>• Work closely with the vicar and Children's Leader to establish and implement a Youth &amp; Children vision at the heart of the church.</li></ul> <p><b>Ministry Oversight and Development</b></p> <ul style="list-style-type: none"><li>• Develop a thriving Youth ministry with current and new Youth engaged in weekly worship &amp; discipleship groups.</li><li>• Get involved in youth work across the diocese through networks and diocesan staff.</li><li>• Look to discover ways to connect with the 'youth on the streets': exploring Sports, Creative or other outreach Youth Club ideas</li><li>• Connect with existing Youth work in the area – both Christian &amp; community groups</li></ul>

- Build, run and train an effective volunteer team.
- Monitor/manage spending for youth budget and explore possible further funding

**Safeguarding**

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

PERSON SPECIFICATION		
	Essential	Desirable
<p><b>Personal Characteristics</b></p> <p><u>Loves God and lives this out</u></p> <p><u>Loves the church and works well within it</u></p>	<p>Passionate and vibrant personal Christian faith which inspires young people in their walk with God.</p> <p>Comfortable in secular youth culture and natural in communicating the Christian faith there.</p> <p>Passionate about reaching young people not currently in church.</p> <p>Comfortable in operating their own spiritual giftings and the ability to develop spiritual gifts in others.</p> <p>Prepared to take risks in mission, make mistakes and learn from them.</p> <p>Servant hearted and willing to listen to and work with others.</p>	
<p><b>Competencies and Skills</b></p> <p><u>Loves young people and is gifted at connecting with them</u></p>	<p>Ability to help youth connect with Jesus and develop in their faith.</p> <p>The desire and ability to communicate and connect well with young people within a deprived “estate” and diverse community.</p> <p>Ability to inspire people to volunteer in the Youth ministry.</p> <p>Ability to work as part of a team, leading, supporting and bringing out the best in colleagues.</p> <p>Excellent communicator particularly with young people.</p> <p>Competent user of Microsoft office products (word, excel etc).</p>	<p>Experience in developing strategic plans for Growing Young Disciples</p>

<b>Qualification and Experience</b>	<p>Educated to A level standard or equivalent level of work experience.</p> <p>Experience of working with youth.</p> <p>Experience of leading/developing others including volunteers.</p>	<p>Experience of Youth work in a church setting.</p> <p>Proven experience of discipling young people.</p>
<b>Knowledge and Understanding</b>	<p>Knowledge of the strategies to encourage Youth into becoming full members of the worshipping community.</p> <p>Ability to understand and stay connected with youth culture.</p> <p>Good understanding of the principles of Safeguarding of Children and Vulnerable Adults, and willingness to develop a thorough working knowledge of safeguarding, and implement it.</p>	
<b>Special Requirements</b>	<p>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.</p>	<p>Driving License</p>

#### TERMS OF EMPLOYMENT

Work pattern	<p>Standard working hours are 15 hours per week. It is hoped that team members will be active members of Church. Sunday morning services are essential, and other times for groups as arranged.</p> <p>Flexible working essential according to the needs of the role and responsibilities.</p>
Salary	<p>The salary range for this role is £25,000-27,000 FTE depending on experience. Plus up to 8% employer pension contribution.</p>
Holiday	<p>Pro rata for 25 days holiday per annum plus some bank holidays.</p>
Probation	<p>6 months</p>

## **Job Expectations**

You would be working in three areas:

### **Church**

- Developing and delivering youth discipleship provision at Church – something on a Sunday morning, as well as other times. This will involve existing volunteers and recruiting others to form a strong team to work with you.
- Create discipleship and service opportunities for youth to help them integrate into the life of the church through serving and growing in leadership
- Mentoring individual young Christians and helping them grow in their discipleship, growing as leaders and growing in confidence to share their faith.
- Encourage Young people to get involved with other Christian youth e.g. Fuel or other local or national events

### **Community**

- Discerning and pioneering appropriate outreach to the youth of St Ann's: creating opportunities for young people to encounter the love of God and become disciples of Jesus.
- Network and join in other local events for youth to build connections and relationships with young people who attend.
- Some "Holy Loitering" to connect with young people who hang around the streets.
- Discern what the next step is for young people who have connected with youth outreach: a particular activity focus, Youth Alpha, or a more usual youth group.

### **Schools**

- Support the planned new outreach of the HOPE bus (school yrs 5-8) on Mondays in our car park.
- Develop links with local secondary school – Nottingham Academy.
- Liaising with other local churches/youth workers (particularly St Jude's Mapperley, St Nic's and Trinity)
- Exploring activities within school to create meaningful connections with young people – this could be arts, sport, mentoring, CU....
- Support our existing work in local Primary schools, so you are well known

### **General**

- Advocate for young people in the life of St Ann with Emmanuel Church
- Foster relationships of trust and open communication with parents
- Overseeing the pastoral care of our young people.
- Ensure safeguarding is excellent for our Youth and all young people we connect with.
- Budget and manage spending on Youth work.
- Oversee and manage the youth volunteer team.