



## Job Specification

### Role: Youth Pastor

#### Purpose of the role:

- To bring vision and leadership to the youth ministry at St Paul's
- Be responsible for all activities, groups and events for those in Years 7-13
- To work across the family of churches (St Paul's, St Mellitus & St John's) as the youth ministry is collaborative and not solely based at one church.

#### Vision and Strategy

- To oversee and lead ministry to young people
- Be innovative and creative 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 Pastors (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.

## 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 co-ordinate 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 PCC in terms of the development of any strategy and objectives for the on-going youth ministry at St Paul's, and to supply budgetary proposals for this work.
- To represent and advocate for the needs and views of St Paul's Youth to the PCC.
- To assist with special services at St Paul's especially at Easter and Christmas.
- To develop links with local organisations and statutory bodies relevant to the church's 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.
- To support the work of New Wine by being involved nationally in the Summer Conferences and locally within networks.

## General duties as part of St Paul's staff team:

- To participate and attend weekly pastoral staff meetings
- To attend and share at Monday morning staff breakfast and testimony meetings
- One to one meetings with Line Manager
- Regular attendance at Sunday services
- Participation in church events - all staff members are required to take part in events for the church family. All staff are required to be willing to step outside their current work boundaries to help church wide events to happen and be supported.
- Attending training courses as required. It is important that you highlight any training courses that you wish to attend in your role as Youth Pastor.
- Assisting in any other ministries that benefit the church in outreach to the community. As the Youth Pastor you will primarily be involved with St Paul's Youth but there will be times when, as a staff, we are required to assist in other ministries. It is hoped that all staff members will be willing to participate in these events.

# 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 young people and their families
- Experience in working with schools (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
- An understanding and alignment to the values of the Church of England and New Wine.

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

- Leading worship
- Creative communication: social media, brand design, creating videos or online content

## 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

## Supervision and Support

- Bi-weekly line management meetings.
- Attendance of weekly staff meetings.
- Line manage Youth Discipleship Year student.