



Job description – Youth and Children’s Minister

The Parochial Church Council of All Saints Little Shelford is seeking to appoint a full time Youth and Children’s Minister to oversee and further establish the church’s youth and children’s work as a Gospel-driven and Bible-based ministry to our young people and their families. The appointee will work closely with the Rector, curate, parents, and other leaders in the church.

We seek to appoint a lay or ordained man or woman who has experience in youth and children’s work. We are also open to providing ongoing training as part of the role and as part of the development of the appointee.

Context

All Saints is a friendly and informal Anglican church family in the village of Little Shelford, just outside Cambridge. We are a Conservative Evangelical church, committed to expository preaching of the Bible, with congregation of 150 or more across three services on a Sunday (0930, 1100, 1800).

Our Rector is Rev. Simon Scott. We have one full-time curate, a part-time administrator, and a part-time music-ministry and pastoral worker.

The two youth groups are currently overseen by two teams of volunteer leaders and the curate. *TNG* (“The Next Generation,” for school years 10-13) meets after the Sunday evening service. *Pathfinders* (school years 7-9) meets during the 9.30am service.

Also meeting during the 9.30am service are the two *AllSaintsKids* groups (reception to year 6) and *AllSaintsMinis* (age 0-4), each led by teams of regular volunteers

The staff team run *assemblies* in Shelford School (3 or 4 a term) and are looking once again to run a mid-week *Bible Explorers Club* in partnership with Great Shelford Free Church.

Key areas of responsibility

1. Training Leaders

The scale of the youth and children's work at All Saints means that training fellow-workers is a very high priority for us as a church family. The Youth and Children's Minister will need to 'line-manage' and support the volunteers who lead each group and help them work together towards a coherent vision of Biblical ministry to our young people. We are not simply seeking someone to continue the work previously done by volunteers – we hope this post will allow a strategic and long-term vision to be put in place to help leaders and young people grow up together in their salvation.

2. Teaching Youth and Children

The Youth and Children's Minister will teach and speak regularly across all of the youth and children's groups, and will help the group leaders develop curricula that are faithful and engaging, and provide feedback as they are implemented. They will need to keep fostering good links with Shelford School in organizing assemblies and the Bible Explorers Club. They will have some level of oversight of annual events including Holiday Clubs, Christmas services and Light Parties, and input into monthly All Age Services.

3. Safeguarding

We have a Safeguarding coordinator and the Youth and Children's Minister will work alongside them to ensure that the church's safeguarding policy is implemented and that children are cared for in a manner worthy of the Gospel in each group.

4. Pastoral Care

The Youth and Children's Minister will be involved in providing pastoral care for youth and children's leaders, and supporting the pastoral care of young people in age-appropriate ways.

5. Supporting Families

We consider that parents have the primary responsibility under God for bringing up their children, so maintaining good communication with parents and resourcing them in that great work will be a significant part of the job.

6. Scope for Growing the youth and children's work

There may be scope for more mid-week events, including social activities. There is a local youth work supported by the churches of three villages, the Shelfords and

Stapleford Youth Initiative – occasional involvement with them might be a possible area of development.

7. Staff Team and wider church responsibilities

The Youth and Children's Minister would be expected to play a full part in church life, and in the staff team, helping the rector and curate with setting the vision and direction of the church. Bible-teaching opportunities may include midweek pastoral and training events and /or some preaching on Sundays, if appropriate.

Terms and conditions

The salary will be agreed as appropriate for the age and experience of the successful candidate; we anticipate that the salary will be calculated based on the equivalent pay-scale for an early career schoolteacher.

We hope that the job could start January 2024 on two-year contract to be reviewed by both parties after a 6-month probationary period.

We are open to negotiating working hours. The hope is that this will be a full-time role across 6 days which will include Sundays and staff meetings, with one full rest day a week.

Holiday entitlement will be 26 days plus statutory Bank Holidays, arranged by agreement with the Rector. A DBS disclosure will also be required.

The post-holder will be working closely with the Rector and the curate, and will be answerable to the rector in the first instance. The post-holder will also work closely with the rest of the staff team.

Person specification

Requirement	Essential or desirable?	How assessed?
Faith <ul style="list-style-type: none"> • A committed, prayerful Christian, growing as a disciple of Christ, and seeking to walk blamelessly as church leaders are commanded (1 Timothy 3.1-13) • Shares our conviction on the authority of Scripture and agrees with the church council's endorsement of the Jerusalem Declaration 2008; particularly on the nature of marriage and sexuality. • Shares our conviction on the penal substitutionary nature of the atonement. 	<p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Via interview and references</p> <p>Via interview and references</p> <p>Via interview and references</p>
Young People <ul style="list-style-type: none"> • Has an evident pastoral concern for youth and children and has recognised gifts in teaching and relating to them. 	<p>Essential</p>	<p>Via interview and references</p>
Qualifications <ul style="list-style-type: none"> • Formal Training in Theology / Expository teaching 	<p>Desirable</p>	<p>Via CV</p>
Experience <ul style="list-style-type: none"> • Experience in Youth and Children's work • Experience of work on a church staff team 	<p>Essential</p> <p>Desirable</p>	<p>Via CV and interview</p> <p>Via CV and interview</p>
Personal Attributes, Skills and competencies <ul style="list-style-type: none"> • Can lead and relate well to a diverse range of people • Strong administration and organizational skills • Competent IT skills • Able to work well as a member of the staff team and children's teams. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Via interview and references</p> <p>Via interview and references</p> <p>Via interview</p> <p>Via interview and references</p>

To apply

Please send the following to simon.scott@allsaintslittleshelford.org:

- A covering letter explaining why you are interested in the role;
- An application form

We will then contact you to arrange an interview.

The nature of this post gives rise to a Genuine Occupational Requirement (under the Equality Act 2010) for the post-holder to be a Christian. All staff in these posts are required to demonstrate a clear, personal commitment to the Christian faith.

Under the terms of the Data Protection Act that, if appointed, the information supplied as part of the application will be kept as part the personnel file. A DBS check is a requirement of this post.

Initially we can only consider UK and EU citizens or those who have the right of residence and the right to work full time in the UK. If you are in any doubt about this matter please consult the UK Border Agency website for further guidance on the employment of religious workers.