

Children and Youth Ministry Lead

We are looking for someone who loves Jesus and is committed to the Christian discipleship of young people, to be our Children and Youth Ministry Lead.

We are looking for a leader with a vision for nurturing the faith of children and young people and eager to introduce new children, young people and their families to Jesus and to help them find their place in the church.

This involves vision and strategy, supporting and empowering volunteers, effective administration, running groups and events, and being an effective communicator with children, young people, parents, families and carers.

Be part of a vibrant parish seeking *“In God’s Strength, to bring Jesus to the Centre of our lives and to the heart of our community.”*

There is a genuine occupational requirement that the post holder is a Christian.



Salary: £35,000 - £37,000 pa

Hours: Full time (40 hours a week), to include Sunday mornings, Wednesday mornings for staff meetings, and some Saturdays and evenings. Could be a job share for an established job share partnership.

Application deadline: 26 January 2026

Interviews: 2 February 2026

Background:

Our parish comprises two churches: St Paul’s and St Saviour’s with vibrant congregations and a strong commitment to children and youth ministry. We run Children’s Church during Sunday services, a monthly Messy Church, and all-age worship. Midweek, we offer a youth group, playgroup, and Saturday Football Academy, alongside seasonal programmes such as holiday clubs and creative workshops.

We maintain close links with St Saviour’s Primary School and regularly welcome families for baptisms and thanksgivings.

Overall, we have 58 children and 45 youth attending regularly to our different activities.

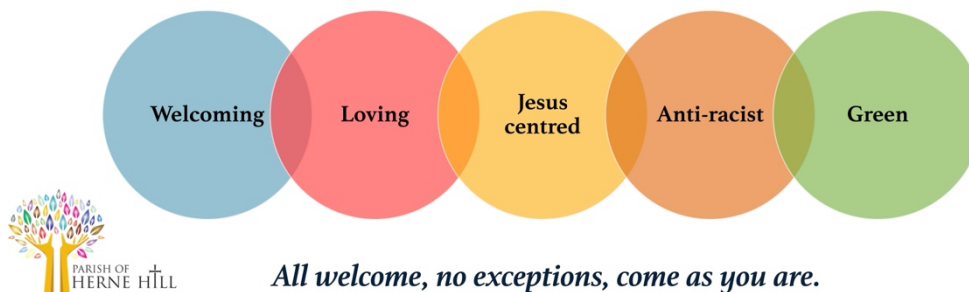




Job Purpose:

- To enable children, young people and families to encounter and engage with God's love and the teaching of the Bible, to develop their understanding of the Christian life, to grow their personal faith, to know and use their gifts and be equipped to continue their faith journey as they grow to be adults
- To promote the safety and well-being of children and youth
- To be a champion and positive role model for children, young people and families
- To promote the full participation of children, young people and families in the church and in the community, helping them to feel welcome, safe and have a sense of belonging in church
- To support children, young people and their families and carers in their wider lives
- To support our volunteers, increasing both their number and their confidence in their work.

In God's strength we strive to be



All welcome, no exceptions, come as you are.

What we offer:

- A Christian community in which your discipleship of Jesus can grow and develop, including in a small group
- A supportive and prayerful Vicar and staff team committed to the development of work with children and young people
- A current team of about 30 volunteers across the churches involved with children and young people's work
- Ongoing professional development.



Key Responsibilities:

Church and congregation

- Enabling and supporting children and young people to come to personal faith through our existing ministries and in other ways
- Equipping and encouraging children and young people to be involved in Sunday services
- Ensuring the delivery of a varied programme of regular activities to meet the spiritual and pastoral needs of children and young people and their families



Wider community

- Leading the effective delivery of community programmes for local children including the Summer Programme and other activities.
- Supporting the Head Coach in the running of our football academy by being part of the coaching team monthly.
- Participating in the ministry at our Parish school - St Saviour's Church of England Primary School - and developing our relationships with other primary schools in the parish.
- Supporting the playgroup team leader, including with recruitment of more families.
- Leading on developing links with, and supporting, young families, including baptism families, and facilitating courses/other activities for parents.

Leadership

- Recruiting, training and nurturing volunteers for the Children and Youth Ministry
- All relevant administrative responsibilities associated with the role such as record keeping, risk assessments etc.
- Managing a budget of c£13k
- All aspects of safeguarding in relation to Children and Youth Ministry within the parish, including ensuring volunteers and team members are sufficiently trained and that robust safeguarding practice is fully embedded in all aspects of the ministry
- Contributing as a full member of the Parish of Herne Hill leadership team, e.g. participating in wider parish strategy development, preaching and prayer ministry as appropriate.

Person specification:

Experience and knowledge

- Experience in working with children, young people and families
- Computer and social media literacy
- Excellent understanding of, experience with, and commitment to, confidentiality, risk management and safeguarding principles, including relevant legislation
- A relevant qualification in theology, youth or children's work is desirable but not essential.

Skills

- Young people - ability to connect with young people and to create a joyful and inspirational environment
- Communication - excellent people skills: effectiveness in interacting with parents and caregivers as well as children and young people
- Leadership - ability to recruit, lead and pastor a range of volunteers
- Adaptability - ability to adapt to, and proactively engage with, new opportunities or unexpected challenges as they occur
- Organisation and initiative - ability to work on own initiative and manage own workload
- Planning and events - ability to run an event from initial planning to review
- Team working - ability to work within a team environment.

Personal attributes

- A personal and evident Christian faith demonstrated by integrity and maturity
- A desire to bring children, young people and their families into the church and to nurture their faith
- Authenticity and willingness to be vulnerable
- A non-judgmental and positive attitude towards people who are in need
- A commitment to our parish values to be Jesus Centred, Welcoming, Loving, Anti-racist and Green
- A flexible approach to working hours (some weekend and evening work will be required).

This role requires applicants to demonstrate a commitment to safeguarding children and vulnerable adults

The PCC of Parish of Herne Hill is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults of all cultural backgrounds. All post holders are expected to share this commitment and have a good awareness of relevant policies and procedures, statutory legislation, and guidance. All appointments to roles undertaking regulated activity are subject to pre-appointment checks, including references and a satisfactory Enhanced DBS Check.

There is a genuine occupational requirement that the post holder is a Christian under part 1 of Schedule 9 of the Equality Act 2010.

We also expect that the successful candidate is an active member of the Parish of Herne Hill or is prepared to become so.

Outline terms and conditions

Normal Place of Work: St Paul's Church Herne Hill, SE24 9LY and St Saviour's Church, Herne Hill Road, SE24 0AY.

Employer: Parochial Church Council of the Parish of Herne Hill.

Salary: £35,000 - £37,000

Probation: The appointment is subject to satisfactory completion of a six-month probationary period.

Hours of work: 40 hours per week.

Includes Sunday mornings to attend services and Wednesday mornings to attend staff prayers. Other hours will be agreed with your line manager and will include some evening and other weekend working. Will also include other key dates and events, including Christmas services, Easter services and other special services, Annual Parochial Church meetings and PCC when required. Time in lieu will be granted for additional hours.

Training and professional development: We want to support staff at the Parish of Herne Hill to succeed and flourish in their roles. Training opportunities for the future growth and career development of the successful candidate will be provided, alongside 'on the job' and all role-specific training, such as Health & Safety and Safeguarding which will be provided at induction.

Holiday Entitlement: 28 days plus bank holidays. The leave year runs January to December.

Sick Pay: full pay and half pay rates dependent on length of service, details of which are in the contract of employment.

Maternity & Parental Leave: statutory maternity, paternity, adoption and shared parental leave, subject to fulfilling the qualifying criteria.

Pension: government NEST scheme, which has a 3% employer's contribution and a 5% employee contribution.

Expenses: Reasonable out of pocket expenses will be reimbursed.

Termination of Employment: During the six-month probationary period, one week's notice on either side. Thereafter, three months' notice on either side.

Equal Opportunities: The Parish of Herne Hill has a strong commitment to equal opportunities and will not discriminate on the grounds of sex, race, ethnicity, nationality, colour, religion, belief, age, gender, sexual orientation, gender reassignment, marital or family status, pregnancy or maternity or disability (Protected Characteristics). Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Entitlement to work in the UK: under the terms of the Immigration, Asylum and Nationality Act 2006, should you be offered the post you will need to provide the PCC with original documents showing your entitlement to work in the United Kingdom.