YOUTH MINISTRY IN COMMUNION SOUTHWARK

The Diocese of Southwark

Job information pack

Network Youth Worker

An exciting part-time role for someone with a passion for youth ministry in the sacramental tradition of the Church of England.

Closing Date: 14th October 2026

Interview Date: 20th October 2026

Christ Centred

Outward Focused

The Diocese of
Southwark

YOUTH MINISTRY IN COMMUNION SOUTHWARK

Dear Applicant,

I am delighted that you have expressed interest in our role of Network Youth Worker. I hope that you will find the information provided in the pack inspiring. I would be very happy to have an informal discussion about the role, and to provide more information.

We are looking for individuals who have a passion for secondary school age (11-18) youth ministry within the sacramental tradition of the Church of England. As a Network Youth Worker you will be part of our Youth Ministry in Communion (YMIC) Southwark hub. This hub is based in the Parish of Putney and it enables parishes to become thriving centres of youth ministry where young people are transformed by the love of God.

Your role will be based primarily in a parish supporting the development of local youth ministry. You will initially be placed in St Mary's Barnes and after two years you may be moved to support the youth worker of another YMIC member parish within South West London. You will also play a role in supporting the ongoing development of the network through termly large scale ministry events and residentials.

If you feel called to be part of this, we would be delighted to hear from you.

With best wishes

Fr Kieron Rowley

Director of YMIC

kieron.rowley@parishofputney.co.uk

The Diocese of Southwark
The South London Church Fund and Southwark Diocesan Board of Finance is a company limited by guarantee (No 236594)
Registered Office: Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW. Charity No 249678
Company Secretary: Nicola Thomas

THE CHURCH OF ENGLAND

Diocese of Southwark Job Description

Job Title: Network Youth Worker [14 hours per week]

Contract Length: Fixed term until Dec 2031

Reporting to: Network Director and Placement Parish Incumbent

Location: St Mary's Barnes, Church Road, London, SW13 9HL with a potential of being moved to another YMIC Network parish after two years.

Key Relationships: Youth Ministry in Communion (YMIC) Southwark Director and the Team which includes an Administrator and other Network Youth Workers, Parish Placement Incumbent and PCC, Youth and Volunteers at Placement Parish and YMIC Parishes, Diocesan Team including Children and Young People's Mission Support Officer.

Background to the job

This role has been created following a successful bid by the Diocese of Southwark to the Church of England's Strategic Mission and Ministry Investment Board, to develop initiatives that contribute towards the Diocesan Vision of Christ Centred Outward Focused. Youth Ministry in Communion Southwark (YMIC SW) is a newly established network of churches collaborating to grow faith, share the love of God and see young people's lives transformed in Southwest London. Its aim is to pioneer the way for sacramental youth ministry in the Church of England: developing a working model that can be adapted elsewhere; partnering with organisations to create resources for the whole church; and support a culture change that will have a national impact.

This role will help support parishes in renewing their youth ministry, by offering hope, belonging and a sense of identity as well as ensuring good discipleship and faith formation takes place with young people of secondary school ages. This will result in healthy and thriving environments of welcome, hospitality and growth (numerically, vocationally and spiritually).

Job Purpose / Summary

This role will support the ongoing development of the YMIC network and focus on local youth ministry development within a parish who has chosen to be part of the network. The Network Youth Worker will work, with the support of the YMIC SW network, the Director, and the placement parish, to develop youth work in the local context. The postholder will work with a parish for up to 2 years, supporting 3- 4 parishes over the period for which the post is funded.

The specific tasks and duties may vary depending on the needs and context within the parish and the post holder will be required to undertake any other duties that are commensurate with the role. There will be a review of the job description on a regular basis to ensure that it is still up to date with the changing needs of the network and parish.

Key Responsibilities

Parish based:

- To help young people to explore the Christian faith in a creative and dynamic way that reflects the sacramental tradition of the parish.

- Work with the PCC and clergy of the parish to identify the specific youth ministry needs of the parish.
- To pastorally support and nurture young people.
- Research, plan and deliver an appropriate youth programme within the parish, ensuring that this includes planning for and integrating young people with additional needs.
- Recruit and support volunteers within the parish to create a local team to deliver youth programmes.
- To demonstrate a commitment to safeguarding and ensure that safeguarding policies are followed and that robust safeguarding practice is fully embedded into all aspects of the youth ministry.
- To manage risks, including preparing risk assessments for parish activities and events.
- Be an active part of the parish, attending Sunday worship regularly and playing an effective role in the wider parish team of staff/volunteers.

Youth Ministry in Communion Southwark network:

- Embrace the vision and values of YMIC as it seeks to become a hub of collaborative youth ministry rooted in the liturgical, inclusive and sacramental tradition.
- Engage with the wider offering of the network, especially personal development opportunities for support and coaching.
- Be an active team player in the events planning group for the delivery of 3 annual youth events and a residential.
- Support the youth ministry in other parishes within the network (if appropriate and agreed with your line manager/s).

Safeguarding

In accordance with the Church of England Safeguarding Policy, our Diocese is committed to:

- promoting a safer environment and culture
- safely recruiting and supporting all those with any responsibility related to children, young
- people and vulnerable adults within the church
- responding promptly to every safeguarding concern or allegation
- caring pastorally for victims/survivors of abuse and other affected persons
- caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- responding to those who may pose a present risk to others

Full details of our Safeguarding Policy are contained with the Diocese of Southwark's, "A Safe Church", which can be found our website, Diocesan policies and procedures - The Diocese of Southwark

This includes our commitment to Safer Recruitment, and our policy to abide by the Church of England's requirements contained in the Safer Recruitment and People Management Guidance, Safer Recruitment and People Management Guidance | The Church of England

You can find a copy of our Whistleblowing Policy and Recruitment of Ex-Offenders Policy on our website, Vacancies - The Diocese of Southwark.

This role requires an Enhanced DBS check (with checks against the Barred Lists]

This role is exempt from the Rehabilitation of Offenders Act.

Applicants are asked to complete and submit the Church of England Confidential Form, which gives applicants the opportunity to disclose details of any convictions, cautions, final warnings and reprimands which are not protected i.e. not eligible for being filtered out in accordance with the DBS filtering rules, and will be displayed on an enhanced DBS certificate.

A Confidential Declaration Form will need to be submitted at the same time as an application for this role. This form is included as part of the application process through the Church of England's Pathways application management system.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Diocese is very important. You will not, except as authorised by the Diocese, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Diocese, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Diocese which may come to your knowledge during your employment.

Any Other Duties

A core value of Diocesan staff is collaborative team working. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder

Person Specification

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

Essential	Desirable
Experience and qualifications	
An understanding and commitment to the Christian faith with an ability to engage young people in meaningful discussions about faith.	Qualification in Theology and/or Youth Work.

Essential	Desirable
Experience in working with young people aged 11-18 years old.	Experience in pastoral care or wellbeing support.
Ability to create an inclusive, dynamic and fun environment for young people from diverse backgrounds.	
Skills/Aptitudes	
Mentoring and coaching skills.	Good IT skills including an ability to use CRM systems like ChurchSuite and digital media to engage young people and others.
Strong communication skills and an ability to connect with both individuals and groups, youth and adults.	
Good organisational skills and the ability to prioritise tasks and manage multiple activities and events simultaneously.	
Be able to work collaboratively as part of a team with others and also independently.	
Ability to use initiative and creativity to develop youth work.	
Ability to recruit and develop volunteer teams including young leaders.	
Character and personal qualities	
A passion to see young people thrive and grow in Christian faith.	
A commitment to implementing and upholding the safeguarding policies of the parish and YMIC.	
Ability to work enthusiastically in support of the aims and ethos of the Youth Ministry in Communion Southwark network.	
Flexibility to work outside of normal working hours – especially evenings/weekends.	

The Diocese of
Southwark

TERMS AND CONDITIONS

Network Youth Worker

Employer

You will be employed by the South London Church Fund and Southwark Diocesan Board of Finance whose registered office is at Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW.

Normal Place of Work

YMIC SW Network Parishes – initially you will be placed at St Mary's Barnes, Church Road, London, SW13 9HL with a possibility that you will be moved to support another parish after 2 years.

Salary

The post has a salary of £15/hour, 14 hours a week, £10,920 (£27,300 FTE).

Probation

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

Hours of work

14 hours per week including evenings and Sundays

Holiday Entitlement

You will receive 26 days annual leave per annum, increasing to 31 days after 2 years' service. There is also an entitlement to 8 national bank holidays (Pro rata for part-time hours).

The leave year runs from 1st January to 31st December.

Sick Pay

Sick Pay is paid at full pay and half pay rates dependent on length of service, details of which are contained in the contract of employment. Where the right to Diocesan Sick Pay has not been established or it has been exhausted, then Statutory Sick Pay provisions will apply.

Season Ticket Loan

An interest free season ticket loan is available upon satisfactory completion of the probation period.

Cycle to Work Scheme

The Diocese is part of the scheme that enable staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Pension

A non-contributory pension will normally be arranged with the Church Workers' Pension Fund, currently a 15% employer's contribution.

Employee Assistance Programme

A free and confidential employee assistance programme providing support to staff in a number of areas, including benefits advice, caring responsibilities, and counselling support is available 24 hours a day 7 days a week.

Working Expenses

Reasonable out of pocket expenses will be reimbursed.

Termination of Employment

During the six-month probationary period one week's notice is required on either side. Thereafter you will be required to give three months' notice should you wish to resign and will receive a minimum of three months' notice.

Equality and Diversity

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Equal Opportunities

The Diocese has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status, sexual orientation, religion or belief. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

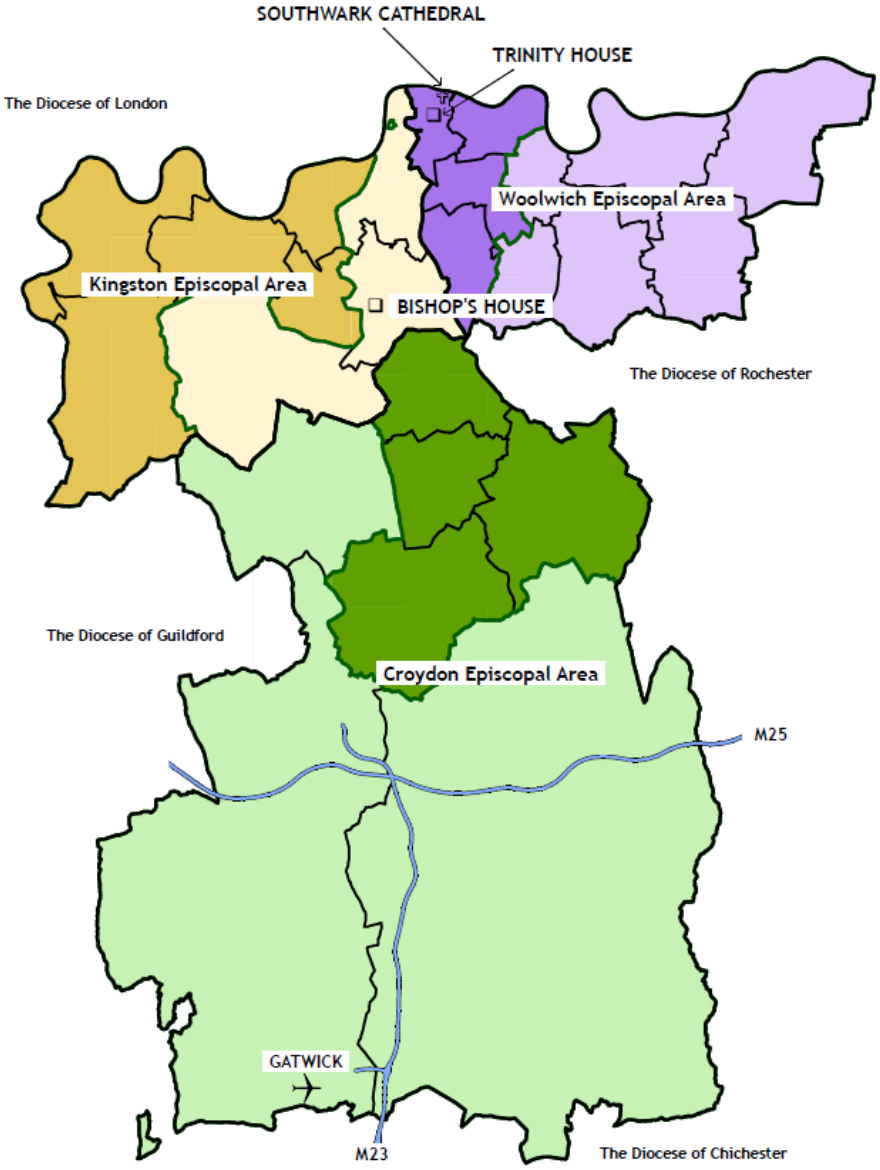
Further details would be provided in the contract of employment that would be issued on appointment.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.



The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

SOUTHWARK VISION 2024 – 2035

Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

Our priorities are:

P

Parishes

We value all our parishes and are committed to enabling and serving them, sothey can minister to the whole people of God in their local context.

M

Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced andwell-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.

G

Growth

We will grow our existing churches, including revitalisation initiatives, andestablish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.

Y

Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to seeour churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.

D

Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.

H

Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that weface including safeguarding, social justice, racial justice and care for creation.