



Cambourne Church is committed to being a Christian community which is open, prayerful, and loving, which serves Cambourne with the good news of the gospel and where disciples of Jesus Christ are made.

A partnership of the Church of England, Baptist Union, United Reformed Church and Methodist Church.

Job Description

Job Title: Ministry Team Leader for Children and Young People

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| Job Type: | Part-time Role – 3 years initially with potential to extend | Work Hours: | 25 hours per week |
| Position: | Ministry Team Leader for Children and Young People | Location: | Cambourne, Cambridgeshire |
| Manager: | Revd Bill Miller, Minister of Cambourne Church | Direct Reports: | Oversight of volunteer groups |
| Salary: | Up to £25,000 - Dependent on experience | Travel: | Limited local travel required |

At Cambourne Church we value:

- **Following Jesus together** – Growing in faith through Scripture, prayer and everyday life.
- **Serving our community** – Offering practical care, hospitality and support across Cambourne.
- **Belonging for everyone** – Creating a safe, inclusive church where people of all ages and backgrounds can flourish.

Based on our shared vision and values, the role summary is as follows –

The role is vibrant and varied. You will take accountability for the direction, oversight and delivery of our ministry with children and young people, in the context of the church's wider vision and mission as outlined above.

A key element of the role is building and supporting self-sustaining volunteer teams with the goal of growing children and young people as disciples of Jesus Christ.

You will work in close partnership with the church minister as part of the staff team.

Critical Deliverables of the Role –

- Drive and deliver a strong vision for ministry, evangelism, and discipleship among those up to the age of eighteen.
- Build and nurture **self-sustaining** teams, which engage and develop the skills and strengths of the volunteers, to minister missionally among children and young people both within the church and wider community.
- Model discipling children and young people through relationships, as well as through appropriate programmes.

Role Responsibilities

- Develop a team to provide missional outreach activities and events for children young people & families at key points in the year.
- Provide guidance and support, acting as a resource to volunteer team members and other stakeholders as appropriate.
- Take responsibility for identifying and disseminating appropriate curricula, resources, and training.
- Keep self and others abreast of developing themes and emerging needs nationally in children's and youth work, drawing insights into the development of local strategy.
- Work collaboratively with the minister, staff team and church council, representing children and young people and ensure that the work with them is both embedded in wider church life and consistent with the vision and values of the church.
- Network with key local agencies and groups, sharing and drawing on best practice - including WCCYM, Romsey Mill and local schools – partnering as appropriate.
- Engage with existing work with schools, including occasional assemblies/collective worship, visits and lessons in Primary Schools and in the local Secondary School.
- Empower children and young people to have a voice in church life and ensure they feel included, valued and are fully participating members in the body of Christ.
- Partner and engage with families so that the work with children and young people encompasses the realities of home, as well as church life and encourage whole families to engage with God.
- Oversee the ministry with children and young people in a way that follows Cambourne Church's safeguarding and safer recruitment policies and procedures.
- Respond effectively and appropriately to any safeguarding concerns, as they arise, following the safeguarding [protocol] with support from the Diocese, Parish Safeguarding Officer and Clergy where appropriate.
- Take an active role in the life of the church and community.
- Set and manage the children's and youth ministry budget.
- Conduct an annual review of the current ministries, ensuring their ongoing relevance.
- Perform any other duties as may be required by the church.

Technical competencies, skills, and experience:

The following are considered essential for the role –

- At least five years' experience of work and leadership with children and young people, with at least some of this experience being in a Christian context.
- Ability to build and maintain consistent appropriate relationships with children, young people and their families.
- Confidence in communicating Christian faith to a range of people of different ages and backgrounds.
- Ability to talk about Jesus Christ and the good news of the Kingdom of God in a way that is exciting, accessible, attractive, and sensitive to the situation, within and beyond the Church.
- Proven ability to effectively enhance and deliver the church and ministry vision.
- Evidence of successfully growing, leading, and training teams. Confidence and sensitivity in working with leading, mentoring, training, and managing volunteers.

- Flexible and adaptable mindset to changing needs and plans
- Ability to self-reflect. Committed to personal growth and professional development. Willingness to undertake further training and development, where appropriate as identified with line manager.
- Self-motivated, organised self-starter, who can handle a diverse workload, discern priorities, and meet deadlines. Evidence of ability to plan, co-ordinate and collaborate well with others.
- Fluency in both verbal and written English.
- Confidence in interacting with people within the church and the external community - face to face, by telephone, by email or otherwise.
- Ability to use tact and diplomacy to exchange information and address sensitive issues.
- A comprehensive knowledge of safeguarding requirements and the ability to handle confidential and sensitive information.

Personal attributes:

The role requires a talented, highly motivated individual who has the following attributes -

- Vibrant Christian faith with a passion for the gospel of Jesus Christ.
- A motivational leader and team player who naturally draws people together and inspires them.
- Heart for children and young people.
- Proactive, “can do” attitude.
- Self-starter who must be able to take on responsibility and manage their own time effectively.
- Good sense of humour, and ability to have fun.
- Ability and intent to model our church values and operate according to our code of conduct.

Qualifications and memberships:

A professional with proven experience in children’s and/or youth work. A relevant qualification would be an advantage.

Career paths:

Cambourne Church is committed to providing opportunities for personal and professional development. Potential career paths for this role may be discussed as part of performance reviews and career aspiration discussions with your manager.

Future salary awards are discretionary and dependent on various factors such as budget, external market data, internal salary and reward structure and individual performance.