

Children, Youth and Families Worker
Maternity Cover
Broadmead Community Church

JOB PROFILE

Title	Children, Youth and Families Worker (Maternity Cover)
Report to	Associate Pastor
Location	Broadmead Community Church
Basis of employment	Full-time - 37.5 hours per week, fixed-term maternity cover
DBS Check required	Yes

PURPOSE OF ROLE

To provide maternity cover by leading and sustaining Broadmead Community Church's ministry with children, young people, and families, helping the next generation become lifelong disciples of Jesus and ensuring households feel welcomed, connected, and supported within the life of the church during the cover period.

MAIN RESPONSIBILITIES

- Lead, maintain, and develop Broadmead Community Church's ministry for children and young people aged 0–18 during the maternity cover period, working closely with the staff team and volunteers to deliver the church's vision of investing in every generation as lifelong disciples.
- Develop a clear and inspiring vision for children's, youth, and families' ministry in line with the wider mission and values of the church.
- Oversee and grow Sunday provision for children and young people, ensuring high-quality, age-appropriate teaching and opportunities to encounter God.
- Lead and develop midweek groups, discipleship opportunities, mentoring, Youth Alpha, and outreach activities for children, young people, and families.
- Support children as they transition into youth ministry, especially around Year 6, helping to create a joined-up pathway of discipleship.
- Recruit, train, equip, and pastor volunteer teams across children's and youth ministry, ensuring safer recruitment and safeguarding policies are followed in all working practices.
- Build strong relationships with parents and carers, helping families feel welcomed, supported, and connected into the life of the church.
- Create opportunities for intergenerational worship and discipleship, helping children and young people feel part of the wider church family.
- Develop outreach initiatives such as toddler groups, family events, community activities, socials, weekends away, and local mission opportunities.
- Work in partnership with local schools and other churches where appropriate, including assemblies, RE support, pastoral presence, and collaborative youth initiatives.
- Contribute to Sunday services and church-wide events, including intergenerational gatherings and special seasonal events throughout the year.
- Support young people, students, and young adults where appropriate through one-to-one encouragement, and discipleship.
- Undertake professional development opportunities and training relevant to the role.

ROLE DIMENSIONS

Budget management	Accountable to the Trustees and Treasurer for spending from the children's, youth, and families budget.
People management	Oversight of volunteer teams across children's and youth ministry.
Key relationships – internal	Pastor/Associate Pastor, staff team, trustees, volunteer leaders, and church families.
Key relationships – external	Local schools, other church leaders in the town and local area, community partners, and families connected to the church.

PERSON SPECIFICATION		
	Essential	Desirable
Personal Characteristics	<p>Loves Jesus deeply and demonstrates a mature, vibrant Christian faith.</p> <p>Authentically rooted in the way of Jesus, with the ability to lead through teaching, inspiration, and consistent example.</p> <p>Passionate about helping children, young people, and families encounter Jesus and grow as disciples.</p> <p>Able to relate well to children, young people, parents, and carers.</p> <p>Servant-hearted, collaborative, and willing to take initiative in mission and ministry.</p> <p>Comfortable in using and encouraging spiritual gifts in a healthy and grounded way.</p>	<p>Lives, or is willing to live, within the local community.</p>
Competencies and Skills	<p>Ability to help children and young people connect with Jesus and grow as disciples.</p> <p>Ability to inspire, recruit, and support volunteers in children's and youth ministry.</p> <p>Excellent communication skills with children, young people, adults, and families.</p> <p>Ability to work as part of a team and bring out the best in colleagues and volunteers.</p> <p>Good organisational and administrative skills, including confidence using Microsoft 365 tools.</p> <p>Ability to communicate the good news of Jesus in a clear, engaging, and culturally relevant way.</p>	<p>Experience of using ChurchSuite or similar systems for rota management and data storage.</p> <p>Understanding of the opportunities and challenges of social media.</p>
Qualification and Experience	<p>Experience of children's and/or youth work in a church setting.</p> <p>Experience of working with children, young people, and families.</p> <p>Educated to GCSE standard or equivalent level of work experience.</p>	<p>Qualification in children's, family, or youth ministry.</p> <p>Experience of organising events, residentials, or outreach activities.</p> <p>Car driver.</p>
Knowledge and Understanding	<p>Understanding and love for the Bible.</p>	

	<p>Knowledge of strategies that help children and young people grow as part of a worshipping community.</p> <p>A thorough working knowledge of safeguarding for children and vulnerable adults.</p> <p>Agreement with the Baptist Union Declaration of Principles and the Evangelical Alliance Basis of Faith.</p>	
Special Requirements	<p>Willing and able to work flexibly, recognising that Church life does not fit normal office hours. You can expect to work some evenings and weekends and to attend and participate in meetings/events.</p>	

OTHER SKILLS

- Team player and builder
- Self-motivated
- Teaching skills
- Visionary
- Good organisational skills
- Enabler
- Facilitator
- Creative communicator

PERSONAL RESPONSIBILITIES

- Maintain a growing personal relationship with Jesus Christ.
- Be an active member of Broadmead Community Church, committed to its mission and vision.
- Be a committed member of a Life Group.
- Model discipleship that encourages, builds, and equips children, young people, families, and the wider church to follow Jesus.

TERMS OF EMPLOYMENT

Work pattern	Standard working hours are 37.5 hours per week, normally spread across the week and including Sundays, with flexibility required for evenings, weekends, church events, and community activities as needed by the role.
Salary	£27,000 per annum, plus pension
Holiday	25 days' annual leave, plus 8 bank holidays
Probation	3 months
Contract type	This is a fixed-term maternity cover position from September 2026 to September 2027.