



Growing Younger Team Lead

Full-Time – 35 hours per week
£43,000 - £45,000 per annum
3 year fixed term contract

Job Description

The Diocese is seeking to appoint a Diocesan Children, Youth and Young Adults Team Lead to implement and integrate the Growing Younger priority of the Diocesan vision and strategy for 0 - 25 year-olds and their families, through enabling and supporting parishes and fresh expression of church to grow.

You will be joining us at a time of significant investment in our priority to Grow Younger as part of Growing in God our Diocesan Vision to grow in Number, Depth, Influence and Younger.

You will be part of the Mission and Ministry Team that seeks to support the making of new disciples of all ages in both parish churches and fresh expressions of church.

PURPOSE

To oversee, implement and integrate the Growing Younger priority of the Diocesan vision and strategy for 0-25 year olds and their families, through enabling and supporting parishes and fresh expression of church to grow.

REPORTING TO

The Director of Mission and Ministry

DIRECT REPORTS

- Youth and Young Adults Officer
- 0-11's Children's and families Officer
- Music, Mission and Young People Officer (Pilot project)
- From June 2026 – A further Music, Mission and Young People Officer (Pilot project)
- Secondary School Chaplains

KEY CONNECTIONS

- Mission Team Administrator
- Mission and Ministry team colleagues.
- Parish Priests within the Diocese.
- Chaplains working within schools, colleges, and universities.
- Children's and Family Minister/volunteers at the Cathedral.
- Other colleagues in the organisation such as the Schools' Advisor in the Diocesan Board of Education (DBE) team.
- National colleagues such as the National Children and Youth Advisor, similarly regional colleagues; and local groups whose work relates to children and family ministry, youth and Chaplaincy.

KEY TASKS

1. Oversee the implementation of the Growing Younger Workstream of the Strategic Transformation Programme including facilitating the development of funded initiatives, monitoring and evaluation and budget management.
2. Line-manage the Growing Younger team enabling them to meet the Growing in God vision of the Diocese and to oversee pilot projects, Beacon Areas and Growing in God funded projects.
3. Manage the Growing in God Mission Fund, supporting applications, advising the Chair and Fund Panel, and ensuring agreements and reporting are in place with grant recipients.
4. Actively encourage the growth of and excellence in our mission with 0-25's across the Diocese.
5. To develop new ideas and support existing discipleship pathways.
6. Ensure that good safeguarding practise is adhered to and considered when setting up new projects or initiatives. Safeguarding practise is reviewed for existing projects.
7. Work with relevant local and national partners to support parish churches & Fresh Expressions to engage in quality children and family's ministries, youth provision and chaplaincy. Maintain a network and awareness of Growing Younger initiatives and their progress, actively drawing on experience and evidence to inform our work.
8. To integrate and create synergy in 0-25's Ministry between the Diocesan Growing Younger team, Diocesan Education and our Cathedral.
9. Lead, develop and deliver training in good practice, core skills, discipleship, mission, and spiritual formation for clergy, lay ministers, workers and volunteers at residential and within their contexts.
10. To support clergy and local ministry teams in developing mission with 0-25's both within parishes and across deaneries.
11. Develop the licensed lay ministry of Children and families' workers and youth workers.
12. Act as Diocesan Champion (0-25-year-olds) for the implementation of recommendations arising from the *Growing Faith* report.
13. Maintain a network and knowledge of Growing Younger initiatives in other dioceses and their progress.
14. Over time, create children's/youth/student councils or equivalent so the voice of children can be heard at every level within diocesan structures.
15. To work with the Mission and Ministry team in its discernment, support, and evaluation of resourcing our parishes to engage in the Growing in God vision.
16. Any other one-off projects from time to time.

PERSON SPECIFICATION

Note: In accordance with the equality act 2010 it is an occupational requirement that the post holder is a practicing Christian as the post holder will be required to represent the Christian religion in relation to the mission of the project.

ESSENTIAL	DESIRABLE
Qualifications/Knowledge	
<ul style="list-style-type: none"> • Good general level of education • Qualification or experience of child/youth/young adult development theory. • Theologically Qualification or equivalent and familiar with theories of faith development. • A broad understanding of the breadth of 0-25's ministry across the traditions in the Church of England including Fresh Expressions of Church. • Developing and delivering training and learning opportunities with adults. • Up to date Safeguarding training • Robust knowledge and understanding of good safeguarding practise. 	<ul style="list-style-type: none"> • Teaching or Children's Work/Youth/Chaplaincy qualification. • Mentoring or Coaching qualification • Safeguarding qualification
Experience	
<ul style="list-style-type: none"> • Line management experience. • Experienced in growing children and family's/youth/student ministry in number and depth, both with those already engaged with church communities and those currently outside the life of the church. • Experience of working strategically, evaluation of initiatives, outcomes and monitoring impact. • Experience of engagement with schools ideally both church and community especially regarding growing spiritually and creating opportunities to develop discipleship pathways. • Experience of developing, adapting and deliver appropriate training material. • Working knowledge of Microsoft Office including Word, Excel, PowerPoint, Outlook. 	<ul style="list-style-type: none"> • Familiarity with Pioneer Ministry within the Church of England • Engagement with colleges and universities regarding growing spiritually and creating opportunities to develop discipleship pathways.

Skills and Abilities / Aptitudes

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| <ul style="list-style-type: none">• Ability to lead and work collaboratively and in partnership with others.• Team building skills• Written and spoken communication skills.• A commitment to continuing professional development. | <ul style="list-style-type: none">• Demonstrable ability to be part of and contribute to a wider team as part of a large national institution and to work alongside colleagues with different specialisms. |
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Work-Related Personal Qualities

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| <ul style="list-style-type: none">• Regular worshipper in a member of Churches Together in England and attested role model of Christian discipleship. (This post carries an occupational requirement to be a practising Christian as the post holder will be required to represent the Christian religion in education and mission of the church.)• Willingness to travel across the diocese to engage with parishes and other stakeholders.• Willingness to work flexibly at weekends and evenings as needed• Committed to DBF work values (Respect, Transparency, Quality and Well-being). | |
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GENERAL INFORMATION

About Us

The Diocese of St Edmundsbury & Ipswich has 445 parishes in 129 benefices and serves approximately 660,000 people living in a geographical area of more than 1,400 square miles.

The Diocesan Board of Finance (DBF) serves and supports our parishes and schools offering the people of Suffolk the opportunity to encounter God and grow in Christian faith. We strive to do this in providing service and support in line with our values of Respect, Transparency, Quality and Well-being.

Salary	£43,000 - £45,000 per annum
Term	3 year fixed term contract
Pension provision	If eligible, Membership of the Church of England Pension Builder 2014 Scheme following completion of probation period.
Hours of work	35 hours per week some flexible working is required e.g. working some evenings and weekends. TOIL (time off in lieu) is applicable for evening and weekend working to be agreed with line manager.
Holidays	25 days paid leave in addition to the usual public holidays plus Discretionary days at Easter and Christmas
Probation Period	Six months during which time progress is regularly reviewed and the period may be extended.
Notice period	During probation 2 weeks and thereafter 1 month.
Place of work	The postholder will be based at the Diocesan Office, St Nicholas Centre, 4 Cutler Street, Ipswich IP1 1UQ and required to travel throughout the diocese on occasion and attend a wide range of meetings.
Other	The appointment is subject to an enhanced DBS check Use of own personal transport and insurance for business use. Expenses for mileage will be met by the diocese.

NOTES: The current main duties and responsibilities of this post are outlined in the job description. The list is not meant to be exhaustive. The need for flexibility, shared accountability and team working is required. The post-holder is expected to carry out other related duties that are within the employees' skills and abilities, commensurate with the post's banding and whenever reasonably instructed.

For an informal conversation please contact:

Revd Canon Sharron Coburn, Director of Mission and Ministry. 07483 006385 or sharron.coburn@cofesuffolk.org.

Application packs available from: Diocese of St Edmundsbury & Ipswich Website
<http://www.cofesuffolk.org/vacancies>

Please note: Applications will only be accepted on our DBF application forms. Please do not apply directly from online jobsites or send CVs.

Applications marked 'Confidential Application' to be sent to: HR Manager at HR@cofesuffolk.org or by post to Diocesan Office, St Nicholas Centre, 4 Cutler Street, Ipswich IP1 1UQ.

Closing Date for Applications: 5pm Wednesday 4th March 2026

Interview Date: Thursday 19th March