



## Job Description for: **Youth and Community Worker**

Priority Communities Network, St Mary's and St James' Church, Lockleaze

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| <b>JOB SUMMARY:</b>  | <p>This is part of an exciting transformation programme that is investing in, and exploring, new ways to support and enable the growth of churches in our Priority Communities.</p> <p>The Youth and Community Worker will lead, develop, and support youth ministry within the church and wider Lockleaze community, in alignment with the church's vision rooted in Isaiah 61:1–4.</p> <p>The role includes running mid-week youth clubs, socials, leading and helping with Sunday services and groups, pastoral care, discipleship, outreach, line managing our SWYM trainee and partnership-building with some local organisations and in particular The Vench and Trinity Academy.</p>                  |
| <b>LINE MANAGER:</b> | <p>The postholder will report to the Vicar.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>TERMS:</b>        | <p>The role is for <b>34 hours per week</b>. Hours may be worked flexibly across the week, subject to agreement with the line manager, but will need to include Friday evenings and Sunday mornings.</p> <p>Salary: £30,900 p.a. (FTE), <b>£27,400 p.a. actual</b></p> <p>This is a <b>fixed term</b> contract (to end on 31<sup>st</sup> Dec 2028).</p> <p>The <b>employer</b> is the PCC of St Mary's and St James' Church, Lockleaze.</p> <p>There will be the need (for which advance notice will be given) for some work out of normal office hours to attend meetings, support parish events, and during seasonal periods (e.g. Christmas and Easter), for which time off in lieu will be granted.</p> |



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| <b>PLACE OF WORK</b>     | <p>The primary place of work is St Mary's and St James' Church, Lockleaze, with regular activities held there and within the Lockleaze community.</p> <p>Some duties may be carried out from home by agreement.</p> <p>The employee will occasionally be required to attend training or Diocesan meetings (e.g. PCN Lay Missioners' Group).</p> |
| <b>KEY RELATIONSHIPS</b> | <ul style="list-style-type: none"> <li>• Vicar, ministry leads &amp; staff, PCC, volunteers, church members and visitors.</li> <li>• Diocese of Bristol Priority Communities Network Team.</li> <li>• Diocese of Bristol support staff</li> <li>• Other PCN Lay Missioners</li> <li>• External partner organisations and contacts</li> </ul>    |

The Priority Communities Network (PCN) is funding this role as part of a parish based holistic project that looks to deploy substantial resource into churches in areas of disadvantage in the Diocese of Bristol. The programme aims to enable and cultivate sustainable, good growth across areas of multiple deprivation so that we see numerical growth of people and finances, deeper discipleship, and social transformation in these communities.



## Core responsibilities

- Build trusting relationships with young people aged 11–18 primarily, both within the church and across the community
- Ensure youth work develops that is complementary to the ongoing children and families ministry
- Develop and lead regular activities that engage young people, including opportunities to explore faith and Christian discipleship.
- Run mentoring in Trinity Academy and run / lead events
- Line Manage our SWYM Trainee as well as mentor young people and young leaders
- Contribute to the development and support of volunteers
- Collaborate with church staff and local schools and community partners (e.g. Trinity Academy, LSC, The Vench)
- Support the vicar and lay leaders with management of marketing communications channels
- Ensure safeguarding policies are upheld
- Contribute to the development of engaging Sunday ministry for young people that complements our commitment to inter-generational worship and raising disciples.
- Report regularly to the Vicar and at PCC Meetings
- Working with colleagues and the Diocese PCN Team to capture metrics and measurements across agreed areas of activity.
- Playing an active part in the PCN Lay Missioners' Network, attending the regular meetings, sharing learning, and being willing to adapt and develop the role in light of this shared learning.

At busy times, you may also need to undertake other reasonable duties consistent with the role.



## Person Specification

| Personal                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                |
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| Essential Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Desirable Criteria                                                                                                                                                                                                                                                                             |
| <ul style="list-style-type: none"> <li>• A vibrant, life-giving and life-shaping Christian faith, rooted in a local church.</li> <li>• A heart for local churches particularly in areas of social disadvantage</li> <li>• Passionate about helping young people become lifelong disciples of Jesus.</li> <li>• An awareness of contemporary culture and the issues which affect young people.</li> <li>• Self-motivated</li> <li>• Flexible and adaptable</li> <li>• Good interpersonal and communication skills</li> </ul> | <ul style="list-style-type: none"> <li>• Understanding of the challenges faced in areas of high deprivation</li> </ul>                                                                                                                                                                         |
| Experience                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                |
| Essential Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Desirable Criteria                                                                                                                                                                                                                                                                             |
| <ul style="list-style-type: none"> <li>• Has a proven track record of youth work within a church context</li> <li>• Use of Asset Based Community Development principles</li> <li>• Has experience and understanding of - Safeguarding - Safer recruitment - GDPR - H&amp;S legislation</li> </ul>                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>• Practical experience of working in a church context</li> <li>• Experience working with schools or community organisations.</li> <li>• Relevant theological or ministry training.</li> <li>• Understanding of Church of England structures.</li> </ul> |



| Skills and Abilities                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                             |
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| Essential Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                               | Desirable Criteria                                                                                                                                          |
| <ul style="list-style-type: none"> <li>• Able to work on own initiative, to identify problems and find solutions quickly.</li> <li>• Practical and able to learn new skills as required.</li> <li>• Able to prioritise competing demands.</li> <li>• Excellent computer literacy, with good knowledge of MS Office packages.</li> <li>• High level of confidentiality</li> <li>• A good level of literacy and ability to communicate well in writing.</li> </ul> | <ul style="list-style-type: none"> <li>• Creation and management of social media content.</li> <li>• Relevant theological or youth work training</li> </ul> |

| Other                                                                                                                                                                                           |           |
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| Essential Criteria                                                                                                                                                                              | Desirable |
| <ul style="list-style-type: none"> <li>• Flexibility to work some evenings and weekends.</li> <li>• Ability to travel independently (across the parish and the Diocese), as required</li> </ul> |           |



## Notes

The Parish churches and Diocese of Bristol are committed to being a fair, respectful, and inclusive organisations. We believe that diversity enriches us and are dedicated to the promotion of equality where all are able flourish.

This post is subject to the applicant having the right to work in the UK, satisfactory references and an enhanced DBS disclosure.

## Safeguarding

The Parish churches and Diocese of Bristol are committed to safeguarding, safer recruiting practice and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share this commitment.

## Genuine Occupational Requirement

There is a genuine occupational requirement that the holder of this post is a committed Christian. Equality Act (2010) Part 1 applies.

## HOW TO APPLY

For an informal conversation regarding this post, or to arrange a visit, please contact the Vicar, Rob Smith: [rob\\_smith\\_18@hotmail.com](mailto:rob_smith_18@hotmail.com)

If you feel God is calling you to work with us then please apply by completing the application form (no CVs please), which is available at:

<https://www.bristol.anglican.org/aboutus/vacancies-xdb/parish-vacancies/>

Please send completed applications to: [jobs@bristoldiocese.org](mailto:jobs@bristoldiocese.org)

**Closing date for applications:** Monday, 7<sup>th</sup> September 2026 at 9:00am

**Expected interview date:** Wednesday, 30<sup>th</sup> September 2026