

Youth and Chaplaincy Lead

Job Profile	
Hours	Full time, 35 hours per week, including Sundays.
Salary	£32,000
Annual Leave	28 days including statutory holidays, to be taken during school holidays
Pension	Auto enrolled in pension scheme
Term	Initial 3-year fixed term post, with a view to extend further subject to funding, part time/full time, job share considered, term time all negotiable and will be agreed in advance with the candidate(s)
Probation Period	6 months
Key Relationships	Pioneer Priest of St Cuthbert's Church, Head teacher of St Aidan's C of E Academy, Schools (teachers, parents and pupils), staff team St Cuthbert's Church

Job Summary
<p>St Cuthbert's, Darlington are seeking to recruit a dynamic 'Youth and Chaplaincy Lead', who will play a vital role in the spiritual and emotional wellbeing of students, staff and families within schools, whilst being rooted in the church community of St Cuthbert's. This is an innovative role which will bridge the gap between church and school, by providing pastoral care and opportunities for young people to explore and grow in faith. The role will focus on leading outreach initiatives, connecting students to the wider church community, cultivating discipleship and nurturing a younger, more diverse generation of Christians.</p>

Background and Vision
<p>This post represents an exciting new initiative aimed at integrating chaplaincy into both school and church communities. The role brings a fresh perspective on engaging young people with faith, encouraging them to explore their beliefs, respond to the Gospel, and grow as disciples within the life of the school and church. Alongside traditional responsibilities—such as offering pastoral care, leading worship, and supporting spiritual growth—the Youth and Chaplaincy Lead will serve as a vital connection point between these communities. This approach enables the holistic development and flourishing of young people and fosters opportunities for invitational events, including youth Alpha courses, choirs, holiday clubs, and other faith-nurturing activities. In this dual capacity, the Youth and Chaplaincy Lead will strengthen the partnership between schools and the church, fostering an environment where spiritual growth and community engagement are seamlessly intertwined.</p>

Key Duties and Responsibilities

General Responsibilities

- Develop a vision and strategy for outreach and discipleship with young people from St Aidan's C of E Academy and St Cuthbert's church as well as the wider community.
- Create contexts within the school, church and community where individuals can explore and grow in faith in relevant, engaging ways.
- Develop opportunities for partnership working including with; local churches, schools, Durham Diocese, community partners and relevant resourcing organisations – to strengthen work with students and young people.

Chaplaincy

- Be a visible and approachable Christian presence in local schools, focussing on St Aidan's C of E Academy. Building relationships with students, caring for them pastorally, enabling them to experience God's love, and connecting them with the church where appropriate.
- Support and further develop the spiritual life of the school(s), offering opportunities for prayer and invitations to explore faith, enhancing the RE curriculum where appropriate, and helping to plan, prepare and lead collective worship alongside staff and students.
- Build an excellent rapport with school leadership teams, working collaboratively to support preparation for SIAMS inspections, the integration of Christian values into school life, attending relevant school meetings, and serving the school to be a blessing.
- Make meaningful connections with local feeder primary schools to ensure positive transitions for young people from primary into secondary education. Additionally, be mindful of enabling positive transitions for young people beyond secondary education.

Overseeing Youth at St Cuthbert's Church

- Plan and lead Sunday and midweek sessions as well as leading and facilitating other youth-specific events throughout the year.
- Be embedded in the staff team at St Cuthbert's and raise the profile of young people within the church, advising the church on opportunities for engagement with young people from local schools and from the church community
- Recruit, build and equip a volunteer team who will facilitate church and community-based youth work, providing oversight and pastoral care for the growing team.

The main duties and responsibilities of your post are listed here, however changes may occur over time. You will be consulted about any changes to your job description before it is changed.

Support for the Schools

- Understanding and complying with all academy policies and procedures
- Being aware of and supporting difference, ensuring all students have equal access to opportunities to learn and develop
- Contributing to the overall ethos/work/aims of the schools and SIAMS preparation
- Attending and participating in relevant meetings as required.
- Participating in training, other learning activities and performance development as required
- Assisting with the supervision of students on visits, trips and out of school activities as requested.
- Any other duties of a similar nature related to the post which may be required from time to time.

Working with St Cuthbert's Church

- Working with line manager ensure workload is balanced and time utilised effectively.
- Be aware of opportunities to work with the local church, develop and strengthen links with the school and local church
- St Cuthbert's will offer support to the Youth and Chaplaincy Lead for their ministry in Schools, including sponsoring a School Chaplaincy training course
- To work with St Cuthbert's and the community to develop volunteers and invitational opportunities for students, staff and community to engage in faith development.
- To comply with Safeguarding requirements within the Church of England

Person Specification

The table below also identifies how the criteria will be assessed. Please ensure that you demonstrate and evidence, as a minimum, the 'A' criteria on your application form.

AF - Application Form

C - Certificates

I - Interview

R - References

D - Disclosure

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	Educated to A Level standard or equivalent	AF, C	D1	Educated to degree level or equivalent	AF, C
				D2	Any theological, chaplaincy, youth ministry or counselling training	AF, C
Experience & Knowledge	E2	Knowledge and experience in supporting young people in a faith context	AF,R,I	D3	Experience in school-based chaplaincy	AF,R,I
	E3	Experience in pastoral ministry	AF,R,I	D4	An understanding of the SIAMS framework and inspections	AF, I
	E4	Experience of developing, equipping and leading volunteers	AF, I	D5	An understanding of the Anglican ethos	AF, I

Skills	E5	Highly developed interpersonal and communication skills.	R,I	D6	Creatively minded, able to use creativity as a way of engaging young people	
	E6	IT literacy and familiarity with Microsoft Office software and able to understand and input data.	R,I			
	E7	Able to prepare and lead year based and whole school worship for young people in an engaging way	R,I			
	E8	Ability to nurture skills and gifts in young people	A,R,I			
Personal Attributes	E9	Ability to maintain a professional, calm, empathic, sensitive and respectful approach when working in stressful and emotional situations within a busy environment	I			
	E10	Self-motivated with a positive attitude	I			
	E11	Capable of theological reflection and application	I			
	E12	Ability to work with those of all faiths or beliefs and none	I			
Special Requirements	E13	Flexibility, adaptability and versatility	I			
	E14	Emotional resilience	I			
	E15	Ability to work flexibly to meet the demands of the post	I			

Genuine Occupational Requirement

Due to the nature of working in a specifically church leadership context, the post holder must be an active communicant member of the Church of England, or a full member of a church belonging to Churches Together in Britain and Ireland or the Evangelical Alliance.

This post is exempt under paragraph 3 of Schedule 9 of the Equality Act 2010. The Diocese of Durham supports and promotes the aims of the Church of England.

Safeguarding

This post-holder is required to hold a valid DBS, enhanced for children's workforce and will need to complete regular safeguarding training to the required level. The role must follow all necessary safeguarding processes at both school and parish level. If at any time the post-holder becomes aware of a safeguarding risk, they should report it immediately to the Parish Safeguarding Officer (PSO).

The postholder will be required to travel particularly within the Darlington area, evening and weekend working expected.

Additional Information: An enhanced DBS disclosure is required for this post. The successful applicant must be able to provide evidence of their eligibility to legally work in the UK prior to appointment.