

JOB APPLICATION PACK

# Head of Growing Younger

APPLICATION DEADLINE

29 September 2025



# Hello and welcome!

Thank you for expressing your interest in the role of Head of Growing Younger. This is a new and exciting opportunity for an innovative, creative, and proactive strategic leader to take on a key leadership role within the Diocesan team, making a significant contribution to our diocesan vision and strategy.

As Head of Growing Younger, the postholder will work collaboratively to provide visionary leadership, enabling us to reverse the generational decline in church engagement and embed a culture of intergenerational mission and discipleship across the Diocese of Salisbury.

Initially focusing on the 0 – 25's, the postholder will shape and deliver a bold strategy for growing younger, supporting churches, leaders, and communities to engage confidently with children, young people families, and the missing generations. Additionally, as a diocese, we have been greatly influenced by the Growing Faith movement and have established a strong pattern of engagement with the voice and leadership of children and young people. We remain committed to ensuring that their voices continue to be heard and help to shape and inform our strategic approach to becoming a younger and more diverse church.

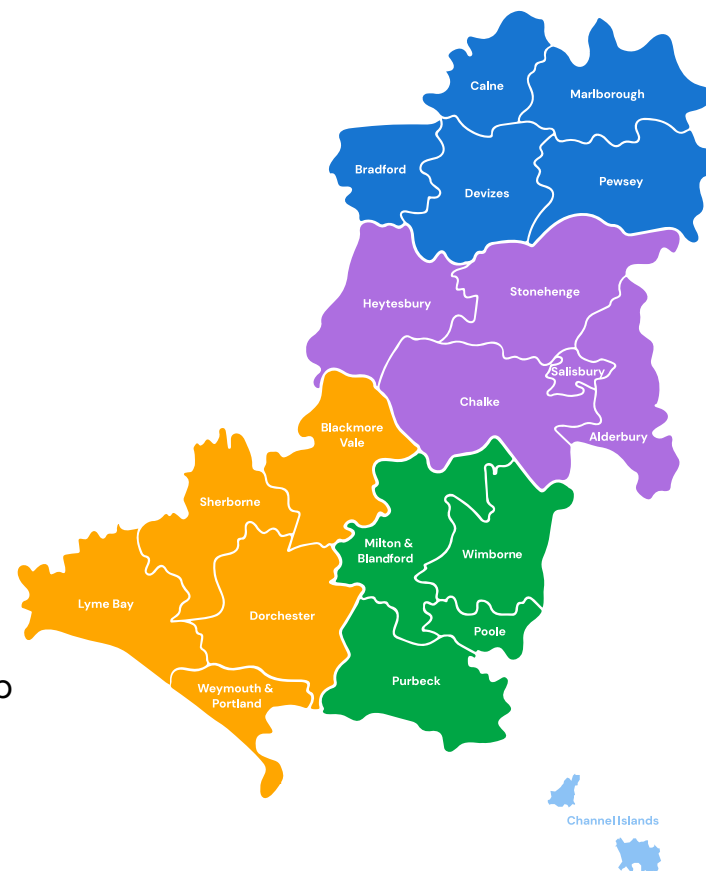
It is my hope and prayer that this role will catalyse cultural change, embed sustainable models of ministry relating to children and young people and develop leadership capacity so that all generations might encounter the love of God made known in Jesus Christ.

Having read the details that sit within this application pack, if you are curious to know more, please do not hesitate to get in touch, I would love to hear from you and to help you discern whether God is calling you to join us on this adventure of making Jesus known.



Revd Canon Jonathan Triffitt  
Director of Mission & Ministry  
and Deputy Diocesan Secretary  
(Bishop's Missioner)

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# Our vision and priorities

The Diocese of Salisbury (a geographical area under the pastoral care of a bishop) is a Christian community of churches, schools and chaplaincies serving more than one million people. For more than 900 years we have been a regional presence of the Church of England, with a history of serving our communities. Today, as always, we are committed to encouraging people to explore their faith in Jesus Christ and discover how God's love can transform lives. We hope that you will join us in this important conversation.

**Our vision is to make Jesus known in every place so that all might flourish and grow seeking His Kingdom, here and now.**

We pledge ourselves to action through:

- Creative partnerships in local mission
- Courageous Christian leadership
- Working for justice
- Climate action
- Financing the future sustainably

As a result we will be more relevant, valued and successful; working hard to meet real needs with compassion and simplicity.

## Background Information

The vision for the Church of England in the 2020's is a vision of a church for all people. It is a unifying vision and an invitation to the diocese, parishes,

and schools to align their strategies with the national vision.

At its heart the vision is for a church for the whole nation, which is Christ centred, and Jesus shaped. Part of this vision to be a church that is younger and more diverse.

The Diocese of Salisbury welcomes this vision and its aspiration to double the number of children and young active disciples in the Church of England by 2030.

To achieve this vision, we equally recognise the need to invest in the central infrastructure and the training and formation of clergy, lay leaders and those who are called to work with and amongst children and young people. No one single intervention or enabler will achieve this vision rather it will require a multi-faceted approach and a change in cultural mindset in how we engage with and approach mission and ministry with and amongst children and young people.

## Missional Challenge

Across the Diocese of Salisbury since 2009 there has been a 66% decrease in the number of young people actively involved in their local church, which now stands at approximately 1,200 children and young people. This is in the context of a diocese that has just over 100,000 under 18's.

The absence of children and young people in our churches is even more stark when over 43,000 young people attend a Church of England school, indeed Church schools equate for 48% of the schools across this Diocese.





# Our vision and priorities

Furthermore, the age profile of our worshipping communities no longer reflects the local communities they inhabit, with a noticeable gap of those under the age of 50 attending church. The void of these missing generations needs to be filled for the future spiritual sustainability of churches.

- The total Worshipping Community in the Diocese has declined by 19.3% from 25,995 (2018) to 22,083 (2023), children and young people (CYP) attendance have seen a drastic decline of 29% from 3,895 (2018) to 2,716 (2023).
- 55 churches (9% of those assessed) reported an Average Weekly Attendance (AWA) of 10 or more children in 2023, 212 churches reported 0 children.
- Approximately two thirds of congregation members are aged 70+
- This is a continuation of a steady trend in decline that has been reported since 1960 (~955 average per year).

*Without a strategic missional intervention:*

- Projections show that the number of churches with no children in attendance will increase from 235 (reported in 2023) to 301 churches by 2033.

## Missional Opportunity

In June this year the Strategic Mission & Ministry Investment Board (SMMIB) awarded the diocese £5.15million to support and accelerate the implementation of our diocesan vision and strategy. A key element of our strategic approach is our commitment to and investment in the growth and sustainability of flourishing children's and youth ministry across the diocese.

This includes:

- Raising new missional leaders, confidently equipped to grow intergenerational worshipping communities
- Supporting children, young people and their families to deepen their journey of faith, through creative and innovative discipleship pathways
- Planting youth congregations

- Offering high-quality formation support and training of leaders lay and ordained

- Strategically targeting those churches, parishes and benefices that currently have minimal engagement with children and young people

- Develop the strategic approach to school and trust chaplaincy

Following the successful recruitment of the Head of Growing Younger, we anticipate recruiting two Growing Younger Enablers to work with the post holder to lead this critical work.

Additionally, in 2024, the diocese was successful in its application to participate in the 2 year pilot of the national Flourish Network, establishing worshipping worshipping communities with educational settings. educational settings. We currently have 4 Flourish Communities located around the diocese, one primary school and three secondaries.

# Working with us

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## Safeguarding

The Diocese of Salisbury is committed to the highest standards of safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment.

## The role

The role is offered as a full-time permanent frequent homeworker. We provide a supportive workplace culture, are committed sustainable work/life balance, and offer opportunities for flexible and remote working.

## What we offer

We offer a competitive and attractive compensation and benefit package. In addition, we provide a non-contributory pension scheme of 10% pension contribution (comprising 9.5% pension; 0.5% death in service cover); and which may rise by a further 3% if matched by a 3% contribution from the employee. Our family friendly policies create an environment where our employees are fully engaged and thriving in their responsibilities.

We offer 28 days paid annual leave, which is inclusive of 4 days office closure during Easter and Christmas. In addition to this, we provide a robust wellbeing scheme for our employees through our employee wellbeing partners.

**Job role:** Head of Growing Younger

**Hours:** 35 hours p/w

**Duration:** Permanent

**Salary:** £48,668 pa – DBF Grade 3E

**Team:** Mission and Ministry

The successful candidate will need to be a Committed Christian who is a member of a Church of England or a church which is a full member of Churches Together in Britain and Ireland.

Candidates will need to have a full driving licence and have access to a vehicle to carry out their role, an expense process is available.

# Job Description

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## Job Purpose

The postholder will shape and deliver a bold strategy for growing younger, supporting churches, leaders, and communities to engage confidently with children, young people, families, and the missing generations.

This role will catalyse cultural change, embed sustainable models of ministry, and develop leadership capacity so that all generations might encounter the love of God made known in Jesus Christ.

## Roles & Responsibilities

### Strategic Leadership

- Lead the implementation of the Diocesan 'Growing Younger' strategy, ensuring integration with the wider diocesan vision and Mission Hubs strategy.
- Champion a theological and missional vision for intergenerational church actively addressing the generational gap across all traditions and contexts.

## Mission Hubs & Discipleship Pathways

- Oversee the design and delivery of 0–25s discipleship pathways across Phase One and Phase Two Mission Hubs, ensuring scalability and contextual flexibility.

- Enable the planting of Youth Congregations and the development of worshipping communities in schools, colleges, and digital spaces.

### Leadership Formation & Young Leader Development

- Support Diocesan and local leaders to develop effective strategies and mechanisms to enable the voice and leadership of children and young people
- Through strategic partnerships develop and deliver high-quality learning pathways for employed and voluntary youth and children's workers.

## Collaboration & Cultural Change

- Ensure the diocese's mission and communication platforms reflect the voice, culture, and justice concerns of young people—including inclusion, climate justice, mental health, and safeguarding.

### Monitoring & Evaluation

- Lead the development and implementation of impact measurement tools to assess participation, discipleship growth, and leadership engagement.

### Digital Engagement

- Champion the creative use of digital platforms for engagement, discipleship, and communication with digital-native generations.

### Team Oversight & Delivery

- Line manage the Growing Younger Enablers, fostering a collaborative, high-trust, and outcome-driven team culture.

# Personal specification

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## Qualifications & training required:

- A relevant qualification or substantial training in theology, ministry, education, youth/children's work, or leadership development.

- Evidence of ongoing professional development

## Experience

- Proven strategic leadership experience in children's, youth, intergenerational ministry or education.
- Experience of leading teams and supporting others in their development.
- Experience of designing and delivering discipleship and/or leadership formation pathways.
- Demonstrated ability to lead change and engage stakeholders across a variety of traditions.
- Experience of working with strategic stakeholders, both within and beyond the Church of England system.
- Proven expertise in organisational

evaluation, enabling evidence of impact and the identification and mitigation of risk.

## Competencies & Behavioural requirements

- A confident, collaborative leader with the ability to inspire and influence others.
- Passionate advocate for the spiritual lives of children, young people, and the missing generations.
- Strong strategic thinking and planning skills, with ability to implement vision.
- Blend of educational thinking and theological reflection
- Excellent communication and relational skills, including working across traditions and generations.
- Commitment to safeguarding, inclusion, and justice, particularly relating to young people.
- Resilient, self-motivated, and adaptable to change

[Full job description and person specification click here.](#)

# Application process

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As part of your application please submit the following:

**Part 1:** Complete an [Application Form](#).

**Part 2:** A Covering Letter of no more than two sides of A4, telling us about yourself, your motivation for applying for the role, and the skills, knowledge and understanding based on your experience you will be bringing to the role. Please use the job description and person specification as your reference.

**Part 3:** A current CV

**Closing date:** Monday 29 September 2025

**Shortlisting:** W/C Monday 6th October 2025

**Interviews:** Friday 24 October 2025 at Emmaus House, Wilton, Salisbury, SP2 0FG.

The interview process will be in three parts, two stakeholder group sessions followed by a panel interview which will also include a presentation task, full details will be given to those invited to join us for interview.

If you think you can make a real difference in this role and you would like to discuss your interest further through an informal conversation, or if you have any queries about the role, please contact the HR team on [hradmin@salisbury.anglican.org](mailto:hradmin@salisbury.anglican.org).

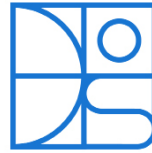
To ensure the fairness of the selection process, shortlisting will be based upon the information you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification.

We are committed to the safeguarding and protection of everyone within our community.

The successful candidate will require an enhanced DBS check.

Please return applications with supporting documentation by email to:  
[hradmin@salisbury.anglican.org](mailto:hradmin@salisbury.anglican.org)





"The Spirit of the Lord is on me, because  
he has anointed me to proclaim good news  
to the poor. He has sent me to proclaim  
freedom for the prisoners and recovery of  
sight for the blind, to set the oppressed free,  
to proclaim the year  
of the Lord's favour."

LUKE 4: 18 — 19

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