

JOB APPLICATION PACK

Head of Growing Younger (Children, Young People & Intergenerational Mission)

APPLICATION DEADLINE

1 December 2025



**Diocese
of Salisbury**
Making
Jesus Known



Hello and welcome!

Thank you for your interest in the role of Head of Growing Younger.

This is a new and pivotal leadership role within the Diocese of Salisbury, offering an exciting opportunity to shape and deliver our bold commitment to make Jesus known in every place so that all may flourish and grow.

As Head of Growing Younger, you will provide visionary and strategic leadership to embed a culture of intergenerational mission and discipleship across the diocese. Working closely with our Bishops, Mission Hubs, and diocesan teams, you will help reverse generational decline, ensuring that a growing number of children, young people, and families encounter the love of God in Christ and live out their faith with confidence.

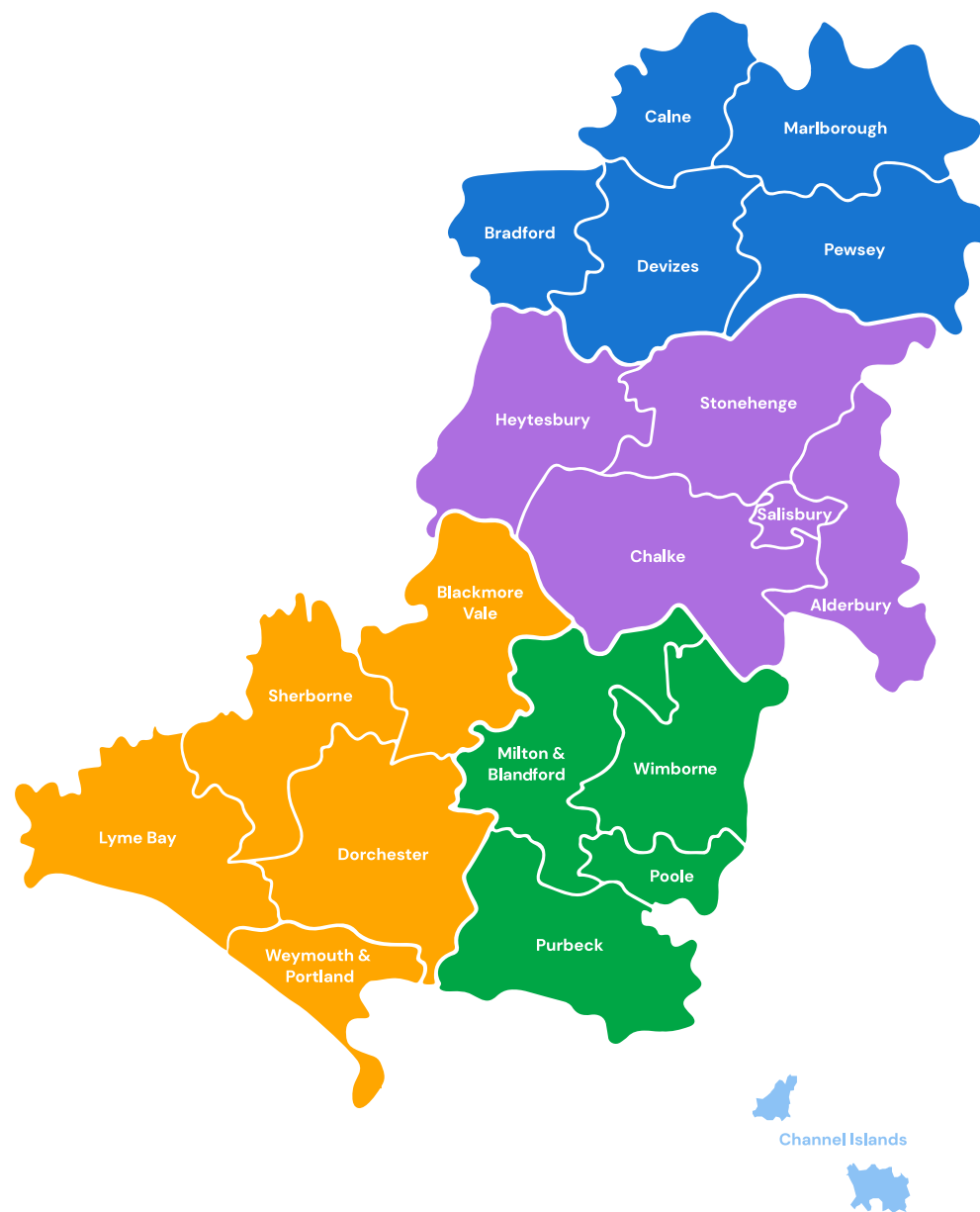
This role will be at the forefront of delivering a coherent diocesan strategy that nurtures courageous Christian leadership, deepens partnership between schools, churches and communities, and ensures that the voice and leadership of younger generations are at the heart of our shared life.

If your heart beats faster at the thought of inspiring the next generation of disciples, cultivating a younger and more diverse church that is confident in the Gospel, and shaping the adventure of making Jesus known, we would love to hear from you.



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

jonathan.triffitt@salisbury.anglican.org



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

Nationally, the Church of England's vision for the 2020's is for a younger, more diverse, Christ-centred, and Jesus-shaped Church.

The Diocese of Salisbury wholeheartedly embraces this call and ambition to double the number of children and young active disciples in the Church of England by 2030.

In June 2025, the Diocese was awarded £5.15m by the Strategic Mission and Ministry Investment Board (SMMIB) to accelerate the implementation of our diocesan vision and strategy. A central element of this investment is our commitment to Growing Younger renewing discipleship and leadership among children, young people, and families through partnership, formation, and innovation.

This post will play a defining role in delivering that vision: catalysing cultural change, developing sustainable models of ministry, and equipping local leaders to grow intergenerational worshipping communities across all contexts — urban, rural, and coastal.

Missional Challenge

Despite a rich network of church schools and community partnerships, the presence of children and young people in many churches continues to decline. Today, two thirds of our congregations have no regular attendance from under-18s. Yet over 43,000 young people attend our Church of England schools across the diocese, a powerful missional opportunity.

Through our Mission Hubs and wider diocesan engagement, the Growing Younger strategy seeks both to equip inherited church communities to grow in confidence and capacity to connect with children, young people, and families, and to reconnect with missing generations through new expressions of church in educational, digital, and community settings. Our emerging Flourish Communities are already demonstrating how this vision can be realised through partnership and prayerful imagination.

Working with us

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 post with flexible working arrangements. The Head of Growing Younger will be part of the Mission, Ministry & Church Buildings Team, leading a small but dynamic team of Growing Younger Enablers and working collaboratively across diocesan departments and with local church leaders.

We are committed to a culture of prayerful collaboration, continuous learning, and wellbeing. We offer generous terms and conditions, a supportive working environment, and opportunities for ongoing professional development.

What we offer

We offer 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: £53,669pa – DBF Grade 2B

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

Job Purpose

Rooted in the diocesan vision to Make Jesus Known in every place so that all may flourish and grow, the Head of Growing Younger will provide visionary and strategic leadership to embed a culture of intergenerational mission and discipleship across the Diocese of Salisbury.

The Head of Growing Younger will play a key role in delivering a bold, integrated strategy that reverses generational decline and enables children, young people, and families to encounter the love of God in Christ and courageously live out their faith.

Roles & Responsibilities

Strategic and effective leadership of Growing Younger

- Lead and implement the Diocesan Growing Younger strategy, aligning all work with the diocesan vision & strategy
- Champion a theological and missional vision for intergenerational church that actively engages under-25s and the missing generations across all contexts and traditions.

Supporting Mission Hubs in implementing local delivery of work with and amongst children, young people and their families.

- Work through Mission Hubs and local leaders to catalyse and support sustainable delivery, ensuring alignment with diocesan outcomes.
- Foster the creation of youth congregations, intergenerational worshipping communities, and chaplaincy-led engagement in schools, colleges, and digital spaces.

Driving Inclusion, Cultural Change and the Voice of Younger Generations

- Challenge structural and cultural barriers that limit the participation of GMH/UKME, neurodivergent, disabled, and LGBTQ+ children and young people.
- Ensure young people's voices are instinctively at the centre of all leadership decision-making and implementation.

Monitoring, Evaluation and Learning

- Develop and implement outcome frameworks and impact measures to assess participation, discipleship growth, and leadership engagement.
- Produce regular progress reports for diocesan leadership and national funding bodies.
- Build communities of practice and reflective learning across the diocese to sustain innovation and share best practice.

Share in the leadership and cross-disciplinary working of the wider department and DBF

- Lead, motivate, and develop the Growing Younger Team, including its wider networks, fostering a collaborative, high-trust, and outcome-driven culture.
- Collaborate on the planning, direction and development of the overall departmental work plan and its contribution to the wider diocesan vision.

Personal specification

Qualifications & training required:

- Relevant youth/children's work qualification or substantial record of training for church contexts.
- Relevant theological qualification or substantial record demonstrating theological knowledge and understanding Clear understanding of theories and practice relating to the spiritual and faith development of Children and Young People.

Experience

- Significant practical and strategic leadership experience in work with children, young people and intergenerational ministry.
- Experience of leading teams and complex change processes.
- Experience of working collaboratively across multiple stakeholders and traditions.
- Experience of managing teams, workplans and budgets in relevant contexts.

Competencies & Behavioural requirements

- Passionate advocate for the spiritual lives of children and young people – with the skills to bring about transformational change in the levels of church engagement and participation.
- Commitment to safeguarding, inclusion, and justice.
- Skilled in partnership building, project oversight, and culture change.
- Collaborative, nurturing leader with the ability to inspire and influence. Strong strategic thinking, planning, and evaluative skills.
- Excellent organisational skills with the ability to work to deadlines.
- An excellent communicator able to adapt to a range of audiences and across the range of traditions reflected in the Diocese of Salisbury.
- Able to travel throughout the diocese which covers a large geographical area including many rural locations.

Personal Attributes

- Deep personal faith and spiritual maturity. Resilient, adaptable, and reflective under pressure.
- Willing to travel and work flexibly, including evenings and weekends.
- Committed to maximising equality, diversity and inclusion.
- Able to relate generously and positively to those of theological traditions other than your own and be completely even-handed in role on contentious theological issues.
- Personal resilience reflected in the ability to manage significant workloads and to make difficult decisions.

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

Application process

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 1 December 2025

Shortlisting: W/C Monday 1 December 2025

Interviews: Friday 19 December 2025 at Emmaus House, Wilton, Salisbury, SP2 0FG.

The interview process will be in as follows:

- a) Meetings with 2 stakeholder groups
- b) Presentation and Main Panel 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 hadmin@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.

A copy of our privacy policy for job applicants can viewed via our website using this link.

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Please return applications with supporting documentation by email to:
hadmin@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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