



SALISBURY DIOCESAN BOARD OF FINANCE

Job Description and Person Specification

JOB TITLE:	Head of Growing Younger (Children, Young People & Intergenerational Mission)
TEAM:	Mission, Ministry & Church Buildings Team
DURATION	Full-time
LINE MANAGER:	Director of Mission & Ministry
RESPONSIBLE FOR:	Growing Younger Enablers (x2)

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 have a key role in providing strategic direction, coordination and oversight of a bold, integrated strategy that reverses generational decline, that sees a growing number of children and young people across the Diocese of Salisbury encountering the love of God in Christ and courageously living out their faith in the whole of their lives.

DUTIES AND RESPONSIBILITIES (insert main accountabilities as headers; followed by 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.
- Support Bishops and Area Teams to appropriately shape and deliver CYM strategy in each archdeaconry through informed and developed community partnerships
- Working with the Vocations team to develop pathways to actively encourage vocations and support CYP ministry roles of all types (self-supporting and paid)



through high-quality training and resources (maximising the use of the Diocesan Digital Learning Hub) and strategic partnerships (with other dioceses, South West Youth Ministry, Youthscape etc).

- Collaborate closely with the Vocations & Formation Team to ensure that Growing Younger principles are embedded across IME, CMD, and lay formation pathways.
- Inspire and equip clergy, lay leaders, and volunteers to embed intergenerational mission and leadership as a core dimension of parish renewal inside and outside the local church.

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.
- Ensure rural and coastal contexts are resourced for sustainable children and youth ministry through innovative partnership models.
- Work with colleagues to identify and develop pioneering approaches to connecting with CYPs and creating discipleship pathways ensuring the sharing of best practice across the diocese.

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.
- Work with the Racial Justice Development Officer and Safeguarding Team to ensure participation and leadership from under-represented groups.
- Ensure safeguarding, inclusion, and wellbeing are embedded across all areas of ministry delivery.
- Ensure diocesan communications, training, and mission platforms amplify the voice and concerns of younger generations, including issues such as climate justice, mental health, and inclusion.



- Promote a diocesan culture of Gospel confidence, spiritual curiosity, and innovation in engaging with younger generations.

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.
- Ensure that diocesan work in improving equality, diversity and inclusion (EDI), for clergy, staff and volunteers, is integrated into the activities of the team by promoting close collaboration with diocesan EDI advisers and role modelling good practice.
- Maintain up-to-date knowledge of technical competency areas – taking a proactive approach to continuous professional and personal development by embracing training and other development opportunities.
- Contribute to a culture of prayerful collaboration, continuous learning, and shared mission across the diocese.

This document indicates the general level of responsibility and overall aims/outcomes of the position. The above is not an exhaustive list of activities and responsibilities. You will be expected to perform relevant activities, as necessitated by your role, to meet the aims and the overall objectives of the organisation.



ADDITIONAL INFORMATION

The role requires a high level of confidentiality and will involve dealing with sensitive data which at times has the potential of having an emotive impact on the reader.

The post holder must always undertake activities in accordance with legislative and regulatory requirements.

The post holder must always carry out their responsibilities with due regard to the DBF Equal Opportunities Policy and be vigilant in complying with Health & Safety regulations to maintain a safe and secure working environment.

In addition, the post-holder will need to occasionally be able to travel within the diocese and be available to attend events outside normal working hours on a “time off in lieu” basis.



Person Specification

Attributes	Essential	Desirable
Qualifications & Training	• 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	• Theological understanding of the issues involved in ministerial and lay education, training and formation. • A practical understanding of the workings and governance of a diocesan structure.
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	• Experience within Church of England diocesan structures. • Experience of planting youth congregations, pioneering, or mixed ecology ministry. • Experience of partnership work with schools, trusts, or civic bodies.
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.	• Experience of data-driven evaluation and reporting • Understanding of formation and training frameworks for clergy and lay leaders.



	• 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	

Employee Name:

Line Manager Name:

Signature:

Signature: