

JOB APPLICATION PACK

Growing Younger Advisor (Children, Families and Young People)

Growing Younger Advisor (Young People and Young Adults)

APPLICATION DEADLINE: THURSDAY 9 JULY BY 13:00



**Diocese
of Salisbury**
Making
Jesus Known



About the roles

Thank you for your interest in one of our Growing Younger Advisor roles. The Growing Younger Team is newly established in the Diocese of Salisbury, funded nationally, to develop a vision and strategy that will address and reverse the overall decline of the younger generations (0–50s) across the diocese. These are new roles within the Diocese of Salisbury, offering an exciting opportunity to deliver our bold commitment to make Jesus known in every place so that all may flourish and grow.

As Growing Younger Advisor (Children, Families and Young People) or Growing Younger Advisor (Young People and Young Adults) you will help to embed a culture of intergenerational mission and discipleship across the Diocese, ensuring that a growing number of our younger generations encounter the love of God in Christ and live out their faith with confidence.

You will encourage, support and resource parishes in contextually appropriate ways to grow and develop sustainable ministry with either children, families and young people or young people and young adults, depending on the role you wish to apply for.

You will be someone who:

- Has significant experience and a proven track record with children or young people (preferably in ministry)
- Has a theological understanding of the faith development of children and young people.

- Is a passionate advocate for children and young people to be heard and able to fully participate in all spaces across the life of the Diocese.
- Has excellent communication and presentation skills, adaptable for a variety of levels and church traditions.
- Can manage their own workload but also works well in a team
- Has a deep personal faith, spiritually mature, resilient, adaptable and reflective under pressure.

These roles will help to nurture courageous Christian leadership, deepen partnership between schools, churches and communities, and ensure 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 ministry with 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.

[Full job description \(Children, Families and Young People\)](#)

[Full job description \(Young People and Young Adults\)](#)

About the DBF, our Vision & Priorities

The Diocese of Salisbury is a Christian community of churches, schools and chaplaincies serving one million people, stretching over 2000 square miles, from North Wiltshire to the Jurassic Coast and Channel Islands of Jersey and Guernsey. We are one of the most geographically diverse Anglican dioceses, covering a wide range of landscapes, from the rural villages to the diversity of Poole and North Bournemouth. For more than 900 years, we have been a regional presence of the Church of England, with a history of serving our communities.

In joining our diocese, you can be part of a dynamic, charitable organisation, working to be a bold and purposeful church that serves everyone.

We have flexible working options available, and staff are supported with their wellbeing and work/life balance. While some DBF roles carry a genuine occupational requirement for Christian faith, many do not. You will be working with a welcoming group of colleagues from diverse faith and non-faith backgrounds and experiences.

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

Through these, we are committed to being a diocese that is more relevant, valued and confident in Christ.



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 and the 'missing generations' (18–50) through partnership, formation, and innovation.

These posts will support the Head of Growing Younger to deliver 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.

Working with us

The roles

The roles are offered as full-time posts with flexible working arrangements in a small but dynamic team working collaboratively across diocesan departments and with local church leaders. (Part time and term time working hours will be considered.)

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.

Pension

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.

Annual Leave

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 roles: Growing Younger Advisor (Children and Young People)

Growing Younger Advisor (Young People and Young Adults)

Hours: 35 hours per week

Duration: Permanent

Contract: Frequent Homeworker

Salary: £35,465 – £42,642 depending on experience and with the potential for the successful candidate to take on additional responsibilities.

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.

How to apply

To help us with the selection process and ensure fairness, shortlisting will be based on the information you provide in your application. No assumptions will be made about your background, experience or skills unless you give us the information.

Please explain how you meet the criteria in the job description and person specification. Even if you do not fit all the requirements, but you're still interested in the role and joining us, we would encourage you to submit your application.

Part 1 – Complete a DBF application form ([download here](#)).

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 – Your current CV

Closing Date:	Thurs 9 July 2026 by 13:00
Shortlisting:	Thurs 9 July
Interview:	Thurs 16 or 17 July, in person at Emmaus House, Wilton, SP2 OFG.

Please be aware that the interview dates are fixed and we do really value meeting people in person here at Emmaus House. It may be possible to invite you to join us online, but this would only be in specific circumstances, so we do ask that you keep the date free to join us if you are invited to attend interview.

The interview process will be in two parts

- a) A 10-min presentation on a scenario we will send to you on receipt of your application. You will have time to research and put together your response to present it at the beginning of your interview
- b) A formal interview

If you would like any more information or additional support in order to apply for this role, please do get in touch, we're happy to help: contact the HR team on 01722 438650 or hadmin@salisbury.anglican.org

Please send your application form, CV and covering letter by email to: hadmin@salisbury.anglican.org

Privacy and your Data

Your personal data will be treated as strictly confidential and will only be shared with those involved in the recruitment/appointment process and, where appropriate, the Diocesan Safeguarding Adviser.

It may be shared outside the Church for the prevention or detection of an unlawful act; to protect members of the public from harm or safeguarding purposes with:

- Police
- Social Services in Local Authorities
- Statutory or regulatory agencies in the UK and in other countries (e.g. the Disclosure and Barring Service)

"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

