

# We are *hiring!*

## YOUTH PASTOR



# Dear Candidate,

Thank you so much for your interest in Christ Church W4. We are a multisite church with a growing community of children, young people, and families, and we sense that God is doing something exciting among us in this season. We are now looking for a Youth Pastor who is passionate about seeing young people meet Jesus, grow in discipleship, and step confidently into the life and purpose God has for them.

This role is all about investing in the next generation. You'll be building relationships, shaping a culture of worship and prayer among our young people, with a deep devotion to the Bible, and developing a team of volunteers who share your desire to see teenagers come alive in their faith. You'll also have the opportunity to help us expand and reimagine youth ministry across our sites and our community, including contributing to the future use of our developing Acton Green building project (due to begin in 2026).

As part of our team, you will be someone who deeply loves Jesus, is committed to their own spiritual life, and who knows how to partner with the Holy Spirit in ministry. At the same time, you'll bring creativity, initiative, and the ability to lead with warmth, energy, and direction.

If this stirs something in you—if you long to see young people encounter God in transformative ways—then we would be delighted to hear from you. We look forward to exploring this calling with you.

With every blessing,



A handwritten signature in black ink that reads "Nicola Moy". The signature is fluid and cursive.

**Revd Nicola Moy**  
Vicar, Christ Church W4



# Our Vision: Welcome *home*

One church, three sites in West London, with a dream - to see all welcomed home into, and *transformed* by the love of God.

Our 'Welcome Home' vision statement reflects our desire to help call people back into God's loving embrace:

**To Worship:** To worship and enjoy God, being shaped, revived, challenged and nurtured.

**To God:** We exist to welcome each other home into God's radical, life-changing, saving love.

**To Adventure:** To be sent out joining God in great creative adventures which renew all things and call others home.

We long that all people would be confident that they are loved, accepted and valued by the living God, the Father –with God getting all the glory for all He enables us to become and do.

We worship Jesus in Spirit and truth, as people from all ages and backgrounds, and long for children and young people to live life in all its fullness, ministering to the whole church family.

We pray that our buildings bless the whole community, with space to meet God, make friends, and live like Jesus.

We adventure with God as our people become a movement of disciples, equipped to follow Jesus Monday through Sunday at home and in the workplace – this is how we change the world, because we did the 'ordinary' things well in partnership with God and all His children.



# Essential Information

*Job title:* Youth Pastor

*Reports to:* Associate Vicar with responsibility for 0-18s

*Location:* Chiswick, London W4

*Hours:* 37.5hrs / week (full time)  
including regular evenings and Sundays

*Salary:* £30,000 - £35,000 depending on experience and qualifications

*Contract:* Permanent, subject to a 3 month probation period

## *Key Purpose:*

To lead and develop a flourishing youth ministry (ages 11–18) that aligns with the church's evangelical vision and values – helping young people to know Jesus, grow in Him, and go out with Him into the world.

This is a full time position, with potential for negotiation for the right candidate. The regular term-time weekly pattern includes:

- Sunday morning youth group during the 10:30am Acton Green gathering
- Sunday evening youth group at 5pm, prior to the 6pm Turnham Green gathering
- Tuesday morning staff meeting and departmental meetings
- Thursday lunchtime communion gathering
- Friday evening youth group at Turnham Green
- The role holder must be available to work at Christmas, Easter and other key times in the church's calendar, as well as Annual Parish Church meetings, if required.

There is a Genuine Occupational Requirement (GOR) for the role holder to profess a Christian faith, and the successful candidate must align with the theological position and practices of the church and must worship at CCW4.

The post-holder must have the right to work in the UK; we are not able to offer visa sponsorship for this role.

This role is subject to a satisfactory Enhanced DBS Check and references.



# Main Responsibilities

## **Lead the Christ Church W4 Youth Ministry**

- To champion young people throughout the church, enabling them to be active, full members of Christ Church W4
- Cast vision and set direction for youth ministry in line with church leadership.
- Plan, oversee and deliver weekly youth groups (midweek and Sundays) that aligns with the vision of Christ Church W4 and the needs of our young people
- Create a fun, welcoming and gospel-centred environment for young people to belong and grow
- Organise residentials, mission trips, and youth weekends away that deepen relationships and spiritual growth
- To welcome new young people into the church, signposting them to the right groups and gatherings, and helping them settle into the church community

## **Discipleship & Evangelism**

- Teach the Bible clearly and relevantly to young people
- Encourage and foster a culture of personal discipleship through small groups, mentoring, prayer, and one-to-one catch-ups
- Equip and encourage youth to live out their faith in school, home and friendship groups
- Run evangelistic events and encourage youth to share their faith
- To be a focus of vision in developing new youth opportunities in the community (including local schools), including reaching out to young people in the area with the love of Jesus
- To support the youth elements of community events

## **Build & Lead a Team**

- Recruit, train, and support a committed team of youth leaders
- Provide clear leadership and pastoral support to volunteers
- Ensure safeguarding and good practice across all youth activities
- Assist in leading, line managing and developing Ministry Assistants who serve within CCW4 Youth work
- To ensure all youth ministry and team are trained in and follow all safeguarding requirements. To be accountable in this to the safeguarding team and ultimately the PCC, following diocesan and church safeguarding rules and guidelines, including volunteer safer recruitment and GDPR

# Main Responsibilities cont.

## Partner with Families and the wider Church

- Support and equip parents in discipling their teenagers
- Communicate regularly with families about youth work and upcoming events.
- To help set culture across our church and Youth work (11-18's) that ensures that young people are integral to the life of the church, enabling them to minister as full members of the church
- Enable youth to engage in wider church life – serving, attending worship (specifically the 10:30am and 6pm gatherings), and connecting across generations.
- Collaborate with children's ministry to ensure smooth transitions through age groups

## Administration & Communication

- Manage youth work admin effectively (schedules, budgets, consent forms, etc.)
- Use digital tools (email, socials, WhatsApp, etc.) appropriately to connect with youth and families
- Liaise with church staff team and leadership to ensure youth ministry is integrated into wider church planning

## Broader Responsibilities

To be an active member of Christ Church W4. To be a positive culture setter. To be an active disciple of Christ. To work alongside other staff in wider ministry. To be a worshipper, supporting communal worship and prayer, both receiving for yourself and modelling that for others, helping young people to participate and lead. To be led by Jesus, knowing that you are accepted, secure and significant in his sight and that who you are is more important than what you do.





# Person Specifications

We're looking for someone who:

## Essential

- Loves Jesus and lives a life shaped by His gospel
- Has a clear and demonstrable calling to youth ministry and a heart for discipling young people
- Is rooted in evangelical theology and aligned with our charismatic convictions and Anglican roots
- Is confident teaching the Bible in a clear, age-appropriate and faithful way
- Is a relational leader who inspires trust and builds team
- Has energy, creativity and initiative – and can also handle the messiness of teenage life with grace and grit
- Has relevant experience in youth ministry (paid or voluntary)
- Understands and upholds best safeguarding practices (training will be provided if needed)

## Desirable

- Has formal theological or youth ministry training
- Is experienced in leading residential or cross-cultural mission trips
- Has skills in music, media, or creative arts

# How to Apply

To apply, please complete the Application Form: [Application Form Youth Worker](#).

As the Youth Worker will undertake regulated activities, we also require a [Confidential Declaration](#) to be completed and submitted with your application.

For details on how we will process your personal data, please see the [Privacy Notice](#).

Lastly, we would appreciate you completing the [Equal Opportunities Monitoring form](#), but this is fully optional.

*Application Deadline:* by end of Sunday 30 November 2025

*Notification:* Wednesday 3 December 2025

*Interviews:* Tuesday 9 December 2025 @ Christ Church W4 Turnham Green

For an informal conversation about the role, please contact the Vicar, Revd Nicola Moy ([nicola.moy@christchurchw4.com](mailto:nicola.moy@christchurchw4.com)).

**Please send all completed forms to [applications@christchurchw4.com](mailto:applications@christchurchw4.com).**

We regret we may not be able to provide feedback on all applications.

