



Diocese Of Worcester Programme Lead for Children, Young People and Families

Job Role & Responsibilities

Programme Lead for Children, Young People and Families

Purpose

To lead the strategic implementation of the Diocese's CYF priority, driving cultural and practical change to double the number of children and young people engaging with our churches, foster flourishing communities and nurture lifelong journeys of faith through integrated relationships between church, school and home.

Role

This role is driven by a passion to see every child and young person, and their households, flourish in every community in our diocese and realising their God-given potential. It seeks to inspire and enable churches across the diocese to nurture disciples who are full members of the Church, shaping vibrant, intergenerational communities of faith.

The role requires a highly strategic leader who can shape vision, catalyse change and embed mission priorities across the diocese, working collaboratively with other priority leads to ensure a fully integrated transformation programme.



Key Strategic Outcomes

- Thriving CYF ministry within easy reach of every community with mixed ecology as the norm.
- Young disciples equipped for a lifelong journey of faith, actively shaping their own discipleship and influencing the discipleship of others.
- Young disciples actively participating in diocesan and local church life, including being invested in and developed as leaders.
- Strong, mutually beneficial relationships between church, school and home.
- Every deanery has a clear CYF plan embedded in its strategy.

Relationships

Responsible to:

Transformation Programme Director

Responsible for:

iSingPop Project Leader – Worcester

Working Relationships:

(both internal and external)

- Archdeacon of Worcester as Priority Sponsor for CYPF
- Transformation Project Manager
- Monitoring and Evaluation Officer
- Programme Lead for New Worshipping Communities
- Renewals Programme Manager
- Diocesan Network of Employed CYPF Ministers and Missioners
- CYPF Priority Project Board

Job Description

Principal responsibilities

Strategic Leadership and Implementation

- Develop and deliver a diocesan-wide CYF strategy, aligned with the Theory of Change and wider transformation programme, including clear roadmaps and milestones to achieve transformation outcomes.
- Catalyse cultural and practical shifts to embed intergenerational mission and discipleship across parishes.
- Act as a key influencer across deaneries and diocesan structures to embed CYF priorities, working with Deanery leadership teams to develop and implement effective deanery-level CYF plans.
- Work collaboratively with other strategic priority leads to enable an integrated approach to change and joint ownership of transformation outcomes.
- Provide theological and missional leadership to embed CYF priorities within the diocesan vision and across diverse parish contexts.
- Develop time-bound roadmaps and milestones for achieving CYF transformation outcomes, inspiring confidence and accountability at every level.
- Champion a culture of safeguarding across all CYF activities, working closely with the Diocesan Safeguarding Team, to ensure policies and best practice are embedded in strategy, training and implementation.

Training and Leadership Development

Work with the Director of Mission and Ministry, as part of our Equipping Ministers for Mission underpinning priority, to:

- Bring a CYF perspective to training and formation pathways, designing high-quality development plans for employed ministers and tailored support to empower transformational leadership.
- Oversee the development and delivery of the Authorised Lay Ministers (ALM) programme for CYF, ensuring robust formation and ongoing support.
- Collaborate with the Mission and Ministry Team to ensure clergy are equipped for CYF and intergenerational mission and ministry, embedding these priorities in IME and CMD pathways.
- Facilitate diocesan-wide training for CYF volunteers, including those establishing intergenerational new worshipping communities.
- Invest in leadership development initiatives to strengthen the pipeline of lay and ordained leaders for CYF mission and ministry.
- Convene and nurture a diocesan network of CYF workers, fostering collaboration, peer support, and shared learning.

Church-School-Home Partnerships

- Lead the development of a diocesan-wide approach to building strong, mutually beneficial partnerships between schools, churches and households as a core driver of discipleship and mission.
- Work with the Education team to integrate CYF priorities into school engagement strategies ensuring alignment with diocesan vision and deanery plans.
- Equip and resource CYF Ministers and local leaders to confidently engage with schools and homes creating sustainable pathways for faith formation.
- Develop and disseminate innovative models and toolkits for initiatives that strengthen church-school-home relationships, including pilots such as with iSingPop, and ensure these models are adaptable across diverse contexts.
- Champion the role of schools as key missional partners, fostering mutually beneficial relationships that unite church and school as one community of faith and learning, with shared spaces for worship, discipleship and intergenerational ministry.
- Monitor and evaluate the impact of these partnerships sharing learning and best practice across the diocese and nationally.

Recruitment and Development

- Lead a proactive recruitment strategy to attract, select and retain high-calibre CYF ministers and missionaries who can deliver transformation locally.
- Develop diocesan-wide talent pipelines identifying and nurturing potential leaders for CYF ministry through internships, apprenticeships and vocational pathways.
- Work with parishes and deaneries to create compelling role profiles and recruitment campaigns that reflect the diocesan vision and strategic priorities.
- Champion diversity and inclusion in recruitment ensuring opportunities are accessible and attractive to underrepresented groups.
- Collaborate with national and regional networks to share best practice and attract candidates with proven experience and vision for a church growing younger.
- Monitor retention and workforce development implementing strategies to reduce turnover and build long-term capacity for CYF ministry.

Monitoring and Evaluation

Work with the Transformation Project Manager and Monitoring and Evaluation Officer to:

- Establish clear metrics and robust systems for data collection and analysis to measure progress and inform continuous improvement.
- Provide regular reports to the Transformation Delivery Strategy Group, Bishop's Council and Diocesan Synod highlighting achievements, challenges and recommended actions.
- Share learning and best practice across the diocese and with national networks to inform future strategy.

Person Specification

Essential:

Faith and Commitment

- A committed Christian in good standing within the Church of England or a church in communion with it (Genuine Occupational Requirement under Schedule 9 of the Equality Act 2010).
- Demonstrates spiritual maturity and a personal commitment to prayer and discipleship.
- Deep commitment to nurturing the faith and spiritual growth of children and young people, with a clear vision for their place in the life and mission of the Church.

Qualifications, Knowledge and Understanding

- Strong theological understanding of mission and discipleship, including intergenerational ministry.
- Comprehensive understanding of safeguarding legislation, policy and best practice for children, young people and vulnerable adults.
- Knowledge of church-school-home dynamics and their role in mission.
- Understanding of national CYF programs, strategies and key stakeholders.

Experience

- Significant practical and strategic leadership experience in work with children, young people and intergenerational ministry.
- Proven ability to lead cultural and practical change in complex contexts.
- Experience of designing and delivering training and leadership development programmes.
- Track record of recruiting, developing and retaining staff and volunteers.
- Evidence of monitoring and evaluating impact and using data to inform strategy.

Skills and Abilities

- Strategic thinker with ability to translate vision into actionable plans.
- Excellent communication and influencing skills across diverse audiences.
- Strong organisational and project management skills.
- Ability to inspire and motivate others toward shared goals.
- Competence in digital tools and platforms for learning and engagement.

Personal Attributes

- Resilient and adaptable with capacity to manage competing priorities.
- Collaborative and relational approach to leadership.
- Commitment to equality, diversity and inclusion.
- Willingness to travel widely and work evenings/weekends as required.

Desirable:

- Ability to relate generously to those of different theological traditions.

- Relevant theological or ministry qualification, ideally with a specialism in Children, Youth and Families ministry.
- Understanding of diocesan structures and governance.

- Experience of developing innovative models for church growth and intergenerational mission.
- Familiarity with IME and CMD processes.
- Experience of managing budgets and resources.

- Ability to network regionally and nationally to share best practice and influence strategy.

Benefits and How to Apply

- Salary: £45,034 plus a generous non-contributory pension. This is a fixed-term post until January 2030.
- Hours: Full-time (flexibility required, including evenings and weekends)
- Location: Diocesan Office, central Worcester with travel across the diocese
- To apply: Complete the on-line application - link available at www.cofe-worcester.org.uk/vacancies
For more information please refer to this candidate pack, also available from: www.cofe-worcester.org.uk/vacancies

Closing date: 9:00am, 26 January 2026

Interviews: Thursday 5 February 2026

The Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester we follow and are committed to the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount.

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of global majority heritage and people with disabilities.

