
Title: 18 - 25s Worker

Responsible to: Associate Leader

Salary Band: £24500-£29500 (pro-rata)

Term: 12 months fixed term (with possibility of extension)

Hours: 30 hours/4 days/0.8 FTE You will need to work Sundays and two evenings per week.

Start Date: 1 June 2026

This is an extraordinary moment to work with 18–25-year-olds. Young adults are seeking Jesus with a fresh intensity—arriving at Alpha courses on their own, opening the Bible unprompted, and even experiencing visions of Him in the night. Campuses and cities are alive with curiosity, passion, and a hunger for God, creating a once-in-a-generation opportunity to disciple and equip a generation eager to follow Him.

We are looking for a leader who can engage and welcome students and young adults, fostering a community of radical Jesus followers where making new disciples is central to the culture. You will nurture and grow communities that provide both belonging and discipleship for university students and young adults of student age, actively engage in outreach across the city, offer pastoral care, and build strong networks with churches and organisations locally and nationally.

The role will have two main aims:

Discipleship

- **Equip:** Coordinate the discipleship program, pairing 18–25s church members for regular Discovery Bible Studies.
- **Church family:** Foster integration of 18–25s into the wider church. Lead 18–25s welcome each Sunday, organise weekly 18–25s lunches in October, and monthly meals throughout the year.
- **Build team:** Recruit, train, and oversee volunteer teams for the 18–25 ministry. Lead monthly 18–25s team meetings (Wednesday evenings).
- **Partnership:** Collaborate with churches and organisations locally and nationally, contributing to joint events.
- **Worship:** Organise monthly 18–25 worship nights (Wednesday evenings).
- **Safeguarding:** Ensure all activities comply with safeguarding policies, providing a safe environment for 18–25s and volunteers.

Mission

- **Community:** Maintain and develop spaces for 18-25s to gather and invite friends. Organise monthly social nights (Wednesday evenings) and an annual 18–25s weekend away.
- **New disciples:** Encourage students to share their faith, engage in campus outreach, and participate in CUs. Contribute weekly to campus outreach as 18–25s worker.
- **University CUs:** Support Fusion, UCCF, and other student organisations during peak seasons and throughout the year. Availability on Tuesday and Friday evenings is required.
- **Communications:** Promote the 18–25s ministry and inspire young adults and the church through social media, church channels, and public speaking.
- **Mission:** Grow opportunities for 18-25s to serve locally, nationally, and internationally.

You will be full member of the staff team, attending staff meetings and prayer times. You will play a crucial role in our programme team, helping shape our Sunday morning expressions of church and our midweek activities. New Community will need to be or become your home church, where you gather weekly to worship.

Our vision: To see the whole church following the way of Jesus, making disciples and bringing life and transformation to every area of Southampton and beyond.

Ethos: Our ethos is an expression of our character – it is a statement of who we are, what we believe and hold to as our values. New Community Network is inspired by and committed to living out the message and example of Christ – promoting spiritual, emotional, physical and environmental growth whilst furthering the work of Christ and establishing Kingdom principles in the local and surrounding communities. Accordingly, as an Ecumenical Christian Movement, all staff in posts are central to the fulfilment of The New Community Networks' Christian Ethos. The nature of this post and the context in which it will be carried and its link to the ethos of the Charity give rise to a genuine occupational requirement (GOR) for the post-holder to be a Christian. The applicant for this position is required to demonstrate a clear, personal commitment to the Christian faith.

Example of expected pattern of working:

Monday – Day off

Tuesday – 9am-5pm (30 mins break)

Wednesday – 9am-4pm (30 mins break) and 7:30pm-10pm (Student Nights)

Thursday - 9am-5pm (30 mins break)

Friday – Day off

Saturday – Day off

Sunday – 9:00am-12:30pm

In addition to this, 2.5 hours would need to be worked flexibly every week to support Christian Unions on Tuesday or Friday evenings or student meals on Sundays.

Person Specification	Essential	Desirable
Qualifications / Knowledge		
1. Relevant qualification, or equivalent experience in youth/student ministry	✓	
2. Theological knowledge or training in church/biblical themes		✓
3. Good knowledge of the Bible and ability to disciple, encourage, and release gifts in others	✓	
4. Knowledge of safeguarding and child protection/vulnerable adult procedures	✓	
5. Awareness of student culture, issues, and needs affecting young adults	✓	
Spiritual and Personal Commitment		
6. Committed Christian with active involvement in a local church; willing to make New Community Church their home church	✓	
7. Passionate about discipling and empowering young adults to grow as followers of Jesus, living out the ethos and values of New Community Network	✓	
Leadership, Ministry, and Mission Experience		
8. Experience in student or young adult ministry, evangelistic outreach, and leading programs or events	✓	
9. Ability to recruit, train, supervise, and develop volunteers	✓	
10. Experience providing pastoral care and supporting spiritual development	✓	
11. Ability to build partnerships with other churches, organisations, or networks	✓	
12. Experience creating welcoming spaces and fostering community for students and young adults	✓	
13. Experience in a charity, faith-based, or voluntary sector		✓
Communication and Discipleship Skills		
14. Excellent communication skills, including public speaking and presentations	✓	
15. Experience promoting ministry through church channels, social media, or other networks	✓	
16. Knowledge of discipleship methods and ability to mentor, coordinate 1:2:1 Bible studies, and integrate students into the wider church	✓	
Organisational Skills		
17. Strong planning and organisational skills, including managing multiple programs and events; flexible with evenings and weekends	✓	
18. Ability to work with confidential information; shows initiative and creativity	✓	