



JOB PACK

July 2025



The Church of England
in Essex and East London
Diocese of Chelmsford

WELCOME!

Thanks for considering these new positions at St Andrew's.

- ❖ Children, Youth and Families Pastor (Full time, part time applicants will be considered)
- ❖ Worship Pastor (Part time 20 hours per week)

St Andrew's Revitalisation Project is a brand new project beginning on the 30th November 2025. Our aim is to renew the ministry and mission of St Andrew's with an investment of people and resources. St Andrew's is in the heart of Westcliff on Sea, Essex, and we plan to come alongside the existing church family of 40 adults and ten children, with a team of people who love Jesus and love people. By renewing the ministry at St Andrew's with a deliberate investment of people, prayer, gifting and resourcing, our hope is to enlarge the capacity for Christian ministry and mission that can serve the many thousands of people in the parish.

Our sending Church is St John's Southend a 'Resource Church' in the heart of the city, which was established in September 2020, and has grown from an original plant team of 17 adults to a much busier church family of over 150 people each Sunday across three services.

What is a Resource Church?

St John's has been designated a 'Resource Church'. This is a church, normally in an urban centre, that is specially tasked to grow and plant more churches in an attempt to renew and further expand the Christian presence and witness in a whole area. In fact, St John's has already sent a team to revitalise Christ Church Southend, two miles to the East of us, in March 2022.

Part of a local network

St Andrew's Westcliff on Sea, will become part of our new network of churches, that is St John's Southend, Christ Church Southend, and St Michael's & All Angels Westcliff on Sea. We are an emerging network of church-planting, evangelical, Church of England churches in the city. We collaborate and partner together in exciting ways through the year and our combined gatherings and events bring together hundreds of Christians from the city.

We would love for you to prayerfully consider whether God might be calling you to join us as we head into this new venture.

Find out more by clicking the link below

[St Andrew's Revitalisation Project — St John's Southend](#)

THE SHARED VISION

Our church vision is as follows:

**‘TO BE A CHURCH OF DIVERSE PEOPLE, TRUSTING AND FOLLOWING
JESUS, LOVING AND FORGIVING ONE ANOTHER, SERVING OUR PARISH
AND SUPPORTING CHURCH REVITALISATION IN SOUTHEND FOR OUR
GREATEST JOY; TO THE GLORY OF GOD.’**

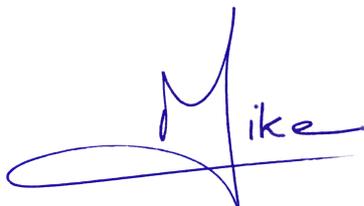
We need great people to help us realise this vision on our staff team! People full of the Holy Spirit and faith, confident in the promises of God, aware of their own shortcomings, poised to forgive and be forgiven and eager to live for Christ and make him known in a challenging and changing context.

We would love you to consider these roles and to ask God in prayer and others you know and trust – could this be my next big endeavour for the Lord Jesus Christ? We would love to explore that with you too!

Please consider the job specification carefully and, if and when you’re ready, complete the online application form and submit this by:

5pm on Sunday 14th September 2025

On behalf of the whole church, we look forward to hearing from you!



Rev Mike Walker
Vicar & PCC Chair

Children, Youth and Families Pastor

FULL TIME (40 hours) but **PART TIME** applications also considered.

£25–30k FTE per year.

The salary awarded will be based on skills, qualifications and experience that can be evidenced during the interview process.

Part time applications of at least 50% (2.5 full days equivalent) will be considered, please get in touch if you want to discuss this with us.

Normal 'contact hours' will be discussed with the successful applicant. There is an expectation that 'parent/carer toddler groups would be run during the week, youth work would run one evening per week and children and youth provision available on Sunday. Plus, network children and youth provisions at various times during the year.

To find out how to apply, please see page 18.

Introduction & Role Purpose

We are looking for a highly motivated individual with a passion for Jesus, showing strong leadership and communication skills and a heart for church revitalisation as our Children, Youth and Families Pastor. We want to be a church that releases children and young people who are fully engaged in drawing near to God, whilst radically loving one another and playing their part in the life of our community. The successful candidate will particularly help us reach more families in our local area, taking them on a journey towards faith in Jesus, and start new initiatives to build these connections.

The purpose of this role is to continue the work at St Andrew's and to grow a thriving and dynamic children, youth & families ministry, which will make a valuable impact on the Christian lives of our church households and our local community as we reach out in mission. We recognise the importance of work with children and youth for the health of families and the growth of the church and so this role requires **Christian maturity**, is a **leadership role** and is of **key strategic importance**.

Responsibilities

Leadership

- Contributing as a staff member and key leader in the vision of the church for children, youth & families, working with the Project Lead to develop a strategy of growth to reach children, youth and families in our parish, by sharing the good news about Jesus.
- Take responsibility to manage and develop a volunteer children and youth team, including recruiting new members. This is a very significant part of the role and your ability to inspire and organise a team of volunteer adults is paramount.
- Help establish a culture of intergenerational discipleship, enabling us to be a church that equips children and youth to grow in their faith in Jesus, rooted in the Bible and led by the Spirit.
- Take the lead role and responsibility to develop a thriving children and youth ministry that encourages a real and living faith expressed in ways that recognises the individuality of every child in our care.
- Alongside the Parish Safeguarding Officer, ensure the Safeguarding policy is carefully adhered to and all its requirements are fulfilled for the welfare of the children and youth in our care.

Children's Work

- Plan and implement an innovative and inspiring Sunday programme for our toddlers and primary age children. Be their pastor, their teacher and a reliable and faithful Christian adult whom they enjoy relating to.
- Continue to structure groups and teams to run a well-resourced children's ministry during our Sunday service, whether you can be there or not.
- Develop our mid-week ministry, especially our parent/career toddler groups.
- Work with partner churches in one-off events, especially our annual weekend away which is a three-day camp with a dedicated children's program.
- Develop our ministry in reaching out to children and families in our parish.
- Contribute to Sunday services, leading all-age content.

Families' Work

- Be a point of contact and build great relationships of trust and support for the parents of children in the church.
- Be an advocate for family life and provide support for families in times of need. Pray for them, visit them when needed and provide regular encouragements to help them with the task to raise children in the faith.
- Support families from our Toddler groups beyond the weekly sessions, build these relationships reaching out specifically to parents, see what might be possible and desirable e.g. starting holiday club(s).
- Work with the ministry team to develop new ministries to families.

Youth Work (11- to 17-year-olds)

- Plan, develop and deliver an engaging programme for youth, for example, an evening youth club, youth Alpha, youth café, events, including youth provision on Sunday.
- Identify, recruit, train and nurture a healthy team of volunteers that will help to create a community in which young people thrive.
- Lead and oversee all aspects of youth ministry, engaging with those inside and outside the church, creating spaces where young people can thrive and where friendships and faith can grow.
- Pioneer and develop all areas of youth ministry, including Sunday services, youth events, missional and community opportunities, and in the online/social media space.
- Disciple young people in order to enable them to develop in fullness of character and calling and provide pastoral support to young people.
- Work with partner churches in one-off events, especially our annual weekend away which is a three-day camp with a dedicated youth program.

Skills, Experience & Qualifications

*The following skills are **essential**.*

- You model prayer inspired living and godly character, and are passionate about seeing children, youth and families become followers of Jesus.
- You can organise, inspire and work effectively with other adults. You can talk about ways you have worked with others and ways you have recruited and raised up new volunteers into roles.
- You are a highly organised individual, diligent, punctual and forward thinking.
- You have an ability to produce and deliver dynamic, thought-provoking, biblically faithful teaching for children and youth in a way that is understandable, inspiring and sensitive to their context, age group and interests, in an environment of fun.
- You have experience in leading children's and/or youth work in another church.
- You can organise rotas, schedule plans, communicate effectively and maintain good records of your work, for the children and youth in your care and all the necessary data and safeguarding information.
- You can provide reports to the church council when required.
- You can confidently use computers and other digital devices.
- You are self-motivated and practice effective spiritual disciplines and have a sense of humour and fun.

*The following are **desirable but not essential**.*

- A recognised qualification in children's work or teaching
- A recognised qualification in Christian theology or more informal courses attended to develop your understanding of the Bible and ministry to children.
- Experience in designing and implementing programmes for children.
- Experience delivering short and engaging talks in large settings.

Personal Qualities

- A committed and baptised Christian who loves and follows Jesus, is committed to Christian fellowship and a life of prayer, believes in the relevance of the Gospel for the whole of our lives and affirms an Evangelical expression of the Christian faith as described by the Evangelical Alliance's 'Basis of Faith'.
- A Christian who understands and affirms the Christian faith as it has been understood historically in the Church of England, especially in relation to the baptism of infants and children. You would be expected to assist in baptism preparation and follow-up.
- A leader with a passion to see people encounter Jesus.
- A self-starter who shows initiative and drive.
- A person with the ability to manage competing priorities.
- Friendly and approachable with an ability to build relationships with people.
- Strong sensitivity to others and a willingness to admit mistakes.
- Resilient with a high level of determination and persistence.
- Ability to build strong and effective relationships within a team.

Role Details

Start Date – From 1st November 2025

Working Hours

This is a full-time role of 40 hours per week, but part time applicants (minimum 20 hours or 50%) will be considered. Normal 'contact hours' will be discussed with the successful applicant. There is an expectation that 'parent/carer toddler groups would be run during the week, youth work would run one evening per week and children and youth provision available on Sunday. Plus, network children and youth provisions at various times during the year.

- Most of the staff team take Friday and Saturday off, though this can be negotiated, and we all need to be a bit flexible for particular weeks/festivals.
- Time off in lieu may be taken by prior agreement where this exceeds normal weekly hours.
- Depending on the successful applicants' personal circumstances there may be some flexibility with regards to working schedule.

Holiday Entitlement

- In addition to bank holidays, you will receive 25 days paid leave annually. This is awarded pro-rata for a successful part-time applicant. Normally, we wouldn't expect more than six Sundays absent in a given year.

Salary & Additional Benefits

- In the range £25,000 to £30,000 per year and pro-rata depending on skills and experience evidenced in the interview process.
- 3% contribution to a pension scheme provided by the church.
- The church council makes an annual review of pay in December and typically awards pay rises in view of national rates of inflation.
- We make provision for an annual conference or training event and other training opportunities to help you grow in your ministry. We would also consider requests to support you in pursuit of a recognised qualification.
- You will be given use of a laptop for the duration of your employment.

Additional Requirements

- Occupational Requirement – an occupational requirement exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010.
- Church membership – you will be expected to be or become a full and active member of the worshipping community at St Andrew's.
- Disclosure & Barring Service – the post is subject to a safer recruitment process and an Enhanced DBS check.

Other Information

- Your line manager would be Linda Saville (Project Lead and Pioneer Church Planting Curate). Additional pastoral support can also be offered to you by other members of the St John's church council.
- Your normal place of work will be St Andrew's church.
- Our desire is to see you develop in your ministry and discover what kind of future God might be calling you into. This could include further opportunities for lay or ordained ministry in the Church of England for the right candidate – we would be keen to explore this with you in due course.
- The staff team at St Andrew's will consist of the Project Lead, Worship Pastor and the Children, Youth and Families Pastor, plus volunteers.
- Initially you would be joining this team as an employee of St John the Baptist PCC.

HOW TO APPLY

Thanks for considering us at St Andrew's. Would you like to talk about one of these roles with us? If so, contact the church:

- Call us on 01702 617244. You can always leave a message, and we'll call you back if necessary.
- Email linda@stjohnssouthend.org

If you're ready to apply, complete the online application form found at:

[Apply for this role now](#)



You need to submit this by 5pm on Sunday 14th September 2025.

We look forward to hearing from you!

Worship Pastor

PART TIME (20 hours)

£25–30k FTE per year, pro-rata for part-time

The salary awarded will be based on skills, qualifications and experience that can be evidenced during the interview process.

Normal contact hours will be discussed with the successful applicant.

To find out how to apply, see page 18

Introduction & Role Purpose

The purpose of this role is to allow an individual to routinely set aside time to pray, seek the Lord and prepare to lead the church family in heartfelt worship each week and in multiple and varied one-off events.

It is vital that our worship at St Andrews's is more concerned with making an authentic offering of praise to the living God and declaring the truth about him than anything else. This role, therefore, requires **Christian maturity**, carries **leadership responsibility** and is of **key ministry importance**.

Responsibilities

Leadership

- A servant hearted leader and a generalist who is keen to serve the church and work with the ministry team, learning and growing in their own ministry gifts along the way.
- Contributing as a staff member and key leader to the vision for worship at St Andrew's, for Sundays, for the big festivals and gatherings of the year and in ministry life more generally.
- Take responsibility for the development of St Andrew's emerging generations of young people, especially as they connect a love of music with their faith.

Worship

- Take responsibility for and play a lead role in delivering our musical worship each Sunday at our main services and at other one-off events and gatherings that regularly happen through the year – frequently in the evenings.
- Lead the Worship Team, by growing, nurturing and discipling other musicians and technicians – lead them in prayer and godliness, train and inspire them for their role, organise the rota, schedule rehearsals and tend to their individual needs where appropriate. Ensure that every service is well provided for even when you cannot be there.
- Recruit to the team, build up new members in their faith. Encourage them in their instrument or voice and help them grow in their ministry.

Operations

- Have a good understanding of pro audio, visual, cameras and lighting equipment at St Andrew's and grow this technology as required. Keep everything in good order and make suggestions for development. Make sure it's always ready for services and events.
- Lead the technical team - lead them in prayer and godliness, train and inspire them for their role, organise the rota, schedule them into key rehearsals and tend to their individual needs where appropriate. Ensure that every service is well provided for even when you cannot be there.
- When appropriate develop our livestream and our online presence (Web, YouTube, Instagram and Facebook) more generally. Assist in making our worship times more accessible to those who join in online and those catching up with content later.

Person Specification

Vocation

- We are looking for a candidate with a strong sense of calling to this role. We would expect the candidate to have a sound and discerning knowledge of God's Word and a particular passion and creative energy for expressing the truth in music.
- The ideal candidate would already have a recognised gift and a track record in leading God's people in prayerful and heart-felt worship and a desire to further fan that gifting into flame.

Skills, Experience & Qualifications

*The following skills are **essential**.*

- You can organise, inspire and work effectively with other adults. This is a very important and integral part of the role.
- You are organised, reliable, punctual and forward thinking.
- You have a strong command of (at least) one primary instrument (usually guitar or keys) and can provide a confident vocal lead.
- You have experience of leading worship in both small and larger settings.
- You can organise rotas, schedule plans, communicate effectively and maintain good records of your work, providing reports to the church council when required.
- You can confidently use computers and other digital devices.

*The following are **desirable but not essential**.*

- You have a recognised qualification in your instrument and/or voice.
- A recognised qualification in Christian theology or more informal courses attended to develop your understanding of the Bible and Christian worship.
- You have experience or a recognised qualification in digital mixing.
- You have a solid grasp of Ableton Live or another DAW.

Personal Qualities

- A committed and baptised Christian who loves and follows Jesus, is committed to Christian fellowship and a life of prayer, believes in the relevance of the Gospel for the whole of our lives and affirms an evangelical expression of the Christian faith as described by the Evangelical Alliance's 'Basis of Faith'.

- A Christian who understands and affirms the Christian faith as it has been historically understood in the Church of England.
- A leader with a passion to see people encounter Jesus.
- A self-starter who shows initiative and drive.
- A person with the ability to manage competing priorities.
- Friendly and approachable with an ability to build relationships with people.
- Strong sensitivity to others and a willingness to admit mistakes.
- Resilient with a high level of determination and persistence.
- Ability to build strong and effective relationships within a team.

Role Details

Start Date

- 1st November 2025

Working Hours

- This is a part-time role. Working pattern to be agreed. Sunday is a working day and weekday evening work will be a significant part of this job.
- Most of the staff team take Friday and Saturday off, though this can be negotiated, and we all need to be a bit flexible for particular weeks/festivals.
- Time off in lieu may be taken by agreement when you exceed normal weekly hours.
- Depending on the successful applicants' personal circumstances there may be some flexibility with regards to working schedule.

Holiday Entitlement

- In addition to bank holidays, full time staff will receive 25 days paid leave annually, this is awarded pro-rata for a successful part-time applicant. Normally, we would not expect more than six Sundays absent in a given year.

Salary & Additional Benefits

- In the range £25,000 to £30,000 per year and pro-rata for part time applicants, depending on skills and experience evidenced in the interview process.
- 3% contribution to a pension scheme provided by the church.

- The church council makes an annual review of pay in December and typically awards pay rises in view of national rates of inflation.
- We make provision for an annual conference or training event and other training opportunities to help you grow in your ministry. We would also consider requests to support you in pursuit of a recognised qualification.
- You would be given use of an M1 MacBook Pro and necessary software for the duration of your employment at St Andrew's.

Additional Requirements

- Occupational Requirement – an occupational requirement exists for the post-holder to be a practising Christian in accordance with the Equality Act 2010.
- Church membership – you will be expected to be or become a full and active member of the worshipping community at St Andrew's.
- Because part of your role you may be working with children/youth and developing their gifts, the post is subject to a DBS check.

Other Information

- Your line manager would be Linda Saville (Project Lead and Pioneer Church Planting Curate). Additional pastoral support can also be offered to you by other members of the St John's church council.
- We will review your training and development needs within six months of starting in the role and agree a development plan together.
- Our desire is to see you develop in your ministry and discover what kind of future God might be calling you into. This could include further opportunities for lay or ordained ministry in the Church of England for the right candidate – we would be keen to explore this with you in due course.
- Your normal place of work will be St Andrew's church.
- The staff team at St Andrew's will consist of the Project Lead, Worship Pastor and the Children, Youth and Families Pastor, plus volunteers.
- Initially you would be joining this team as an employee of St John the Baptist PCC.

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