

Youth & Student Outreach Lead

ALL SAINTS HANLEY



Welcome and thank you for considering the role of Youth and Student Outreach Worker at All Saints Church, Hanley. We are praying that God will guide you, by His Spirit, as you consider this exciting opportunity. Anyone who recognises that they have the attributes within this job description and feels they would be able to carry out this role is welcome to apply. We particularly welcome applications for UKME/GMH candidates. We pray that God guides you as you discern if this is the right post for your life and ministry.

Background

The Diocese of Lichfield has received funding from the Church of England with the aim of revitalising the Christian presence in Stoke on Trent, largely among younger communities across the city. Stoke is a wonderful city, full of wonderful, warm people with a proud craft and industrial heritage. Church attendance in Stoke is amongst the lowest in the country and the church exists to counter this trend by being intentionally missional towards students/young adults, and young families.

There will be two strands of work, both based out of repurposed and refurbished spaces within All Saints church, and the adjoining church hall. The first strand is the reopening of All Saints as a City-wide Resource Church. The other strand is the Encounter Project which aims to create 9 new worshipping communities through church and school partnerships.

Lichfield Diocese Board of Finance is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders are expected to share this commitment.

Job Purpose

The Y&S Outreach Leader exists to develop mission pathways that engage young people (11-18) and students/young adults (18-29) with the church and offer them opportunities to hear about Jesus, make a decision to follow him, and develop their faith as part of a church community.

Job Description

The post holder will:

- Recruit, train and manage a team of volunteers to lead in this area of work.
- Develop and implement a strategy for engaging with students and young people across the city of Stoke that enables them to hear about Jesus, decide to follow him and grow in their faith.
- Be proactive in developing close partnerships with the University of Staffordshire, Stoke FE college, the 6th Form College and St Peters Academy (and others as appropriate) to establish missional programmes and opportunities for students and young people.
- Invest in student leaders, raising up young leaders and equipping them for future leadership.
- Work alongside the clergy team to develop a Sunday service that is aimed at students and young adults.
- Facilitate youth provision during at least one Sunday service.
- Coordinate a welcome strategy for students and young adults e.g. welcome lunches, after service hang outs.
- Coordinate a student night that facilitates students encountering God, making friends and growing in their relationship with Jesus.
- Coordinate a suite of youth programmes that provide opportunities to meet new young people, engage them in faith, and equip them for mission e.g. youth club, youth alpha, youth bible study.
- Coordinate residential for young adults, and young people.
- Work collaboratively with the Encounter team where appropriate and particularly to aid student transition into St Peters Academy.
- Manage the student, young adult and young people budget.
- Gather key metrics and produce reports on the impact of programmes as required by funders and other partners in coordination with the Operations Manager.

Occupational Requirement

Given the nature of the role and its central place in promoting and communicating the aims of the Diocese and with the provisions of the Equality Act 2010 there is an Occupational Requirement that the post holder be a committed Christian.

DBS

Given the nature of the role an enhanced DBS with child barred list is required. Suitable references will be required prior to commencing employment.

Qualifications and Experience

Essential

- A committed Christian, willing to be a vital part of the All Saints family and to participate in the life of the church as “their church” as well as their place of employment.
- Committed to the vision of All Saints to be a city centre resource church with a hope to be a place of worship, friendship and wholeness for Stoke-on-Trent.
- Ability to create and develop partnerships with education institutions and staff.
- Proactive with experience of starting programmes from scratch and being successful.
- Experience managing volunteers and growing a team.
- Experience of working with students and young people; seeing them come to and grow in their faith.
- Passionate about mission and excited by the opportunities to reach students, young adults and young people in a city with lower-than-average church attendance across these demographics.
- Ability to lead with sensitivity, manage pastoral concerns delicately and adhere to a high level of confidentiality in line with safeguarding policy and best practice.
- Experience of safeguarding policy and practice.
- Experience of developing a volunteer culture which has a high awareness and implementation of good safeguarding practice.
- Skills as a team player with the ability to encourage and work collaboratively and closely with other staff and volunteers.

Desirable

- Experience of managing budgets.
- Experience of working to targets and KPI's in a non-profit setting.

- Ability to preach and teach to a high standard to students, young adults and young people.
- An understanding of the challenges, pressures and opportunities facing Gen-Z/Gen Alpha and how these affect mission.
- Experience of planning and leading on residential.
- A qualification in youth ministry, theology or related discipline.
- Sympathy with the aims and values of the Church of England.
- An appreciation of the diverse nature of the Church of England.

Terms and Conditions

- Hours 35 per week Sun-Thursday – exact pattern to be agreed. Both parties to this contract accept that to do your work effectively there may be occasions when you will need to work more than 35 hours in a week and in such circumstances, you are entitled to take time off in lieu. This time off in lieu should be taken within one month.
- Salary £30,000 per annum.
- Holidays 25 days per annum, plus 8 Bank Holidays + 3 days post-Christmas.
- The employer is Lichfield Diocesan Board of Finance.
- There will be a pension scheme available
- The role will be subject to completion of a satisfactory 6-month probationary period, with the first review at 3 months; appraisal's will take place annually thereafter.
- Right to Work checks – The successful candidate will need to provide documents to show their eligibility to work in the UK.

This job description is issued as a guideline to assist you in your duties; it is not exclusive or exhaustive. Due to the evolving nature of our service to the diocese this job description may be regularly reviewed to ensure it is an accurate representation of your post. You may, on occasions, be required to undertake additional or other duties as may reasonably be expected within the scope and grading of the post and according to the needs of the Organisation.

Thank you for taking the time to read this job advert, the team hope you are now planning to apply to join them.

How To Apply

Closing date for applications: 5pm 26th February 2026

To apply, please submit both the application form (Parts A-D), and the confidential information form (Part E) to: alan.gault@encounterstoke.org

Please also follow this link to complete the monitoring form: [Confidential monitoring form](#)

Interviews to be held on: w/c 9th March

To arrange an informal conversation email: alan.gault@encounterstoke.org

