



**CARRICKFERGUS**  
VINEYARD CHURCH

**Job Title: Youth Pastor**

**Overall Purpose:** To pastor and lead youth within Carrickfergus Vineyard Church, grasp opportunities for effective outreach, build a team to do this and connect well with the wider church

**Hours:** 37.5 hours per week - Full time, with regular evening and weekend work.

**Salary Range:** £27-29,000 per annum.

**Line Managed by:** Associate Pastor

Carrickfergus Vineyard is a local church based in East Antrim, Northern Ireland, part of Vineyard Churches UK & Ireland. Our dream is to see lives made new, through encountering Jesus, in every part of our community. We are a place of hope where people can come as they are and as they find life in Jesus, filled by the Holy Spirit, share this with those around them. Alongside our values of 'connection', 'community' and 'compassion', we guard 'legacy', desiring to leave a legacy of faith for the next generations. We deliberately invest in our children and young people to share Jesus with them and equip the next generation to follow Him wholeheartedly. With other Vineyards we believe "everyone gets to play" and trust that children and young people also carry the Kingdom of God to their family, schools, church, community and beyond.

**Job Summary**

This Youth Pastor role will focus on ministry among young people from P6/7 - Year 14 and support transitions both into and out of youth.

**Grow a youth movement:** We want to equip our young people to follow God wholeheartedly. Will you invest in the young people around our church? As such, we would want the person in this role to

- Disciple and assist the young people in their spiritual formation
  - Develop spaces, programmes and opportunities that help young people grow in their discipleship with effective teaching and learning.
    - Passing on the tools of faith: how to know God more, how to pray, how to read the Bible, how to live out their faith, how to step out in the gifts of the Holy Spirit and how to share their faith with others.
    - Facilitating and encouraging youth to be active and mobilised in their faith, reaching out beyond our walls. Creating opportunities where young people can serve and participate
    - Note part of this will be running the Sunday morning and evening programmes
  - Facilitate special events
    - Run a yearly residential to support faith development and community belonging
    - Help with the in-house weekend
    - Attend Youth Camp (MOVE)

- o Provide pastoral support to young people
  - Work alongside parents to support young people through challenges
  - signpost/refer young people and families to appropriate services/support when required

**Grasp opportunities for effective outreach:** We want to engage with young people across Carrick – do you have a heart for community evangelism? As such, we would want the person in this role to

- Foster good relationships with the local schools
- Alongside which, serve schools through assistance in after-schools, helping with SU and running Alpha in schools
- Explore new opportunities to engage with young people across Carrick;
  - o Explore and initiate creative ways to connect with young people in the places and spaces they are.
  - o Seek ways to connect with young people to help them explore faith

**Build team:** Youth Ministry is not a solo provision; will you grow the team? As such, we would want the person in this role to

- Invest in volunteers
- Encourage others to serve
- Create an interns programme
- And ensure training and effective safeguarding is in place
- Explore how mentoring could enhance the youth ministry, e.g. with volunteers or with young people

**Connect well with the wider church:** We value unity and connection. Will you help young people love the church and help the church to love young people? As such, we would want the person in this role to

- Foster strong relationships with the Staff team
- Work with the strategy of the church as a whole
- Seek to help young people find their place in the church family, for example, the role of life groups, community endeavours
- Build strong connections across key transition points e.g. move from primary school into secondary school and the move from secondary school into adulthood. Building relationships with key leaders in these areas and possible programmes
- Help the whole church to be involved – regular updates, opportunities to serve and support and adding to the intergenerational nature of church and faith
- Alongside this build good partnerships with other churches and youth organisations across the areas

**Effective administration and management skills:** We want the youth ministry to be well organised, safe and sustainable. Will you ensure the ministry is effectively managed? As such, we would want the person in this role to

- Maintain accurate records, consent forms and safeguarding documentation
- Plan and coordinate youth programmes, events and activities effectively
- Manage the youth ministry budget responsibly and within agreed parameters
- Communicate effectively with parents, volunteers and young people
- Ensure appropriate policies, procedures and risk assessments are in place and adhered to

#### **Applicable to all CV staff**

- Ensure Health and Safety procedures are followed in accordance with relevant policies and risk assessments are completed.
- Participate with set up and management of Sunday services, special services and events as directed.
- Ensure your ministry space is clean before and after use, plus any other 'all staff' cleaning areas as required.
- Prepare for and attend staff meetings.
- Prepare for and attend weekly meetings with Line Manager.
- Prepare for and attend Annual Appraisal (including review, evaluation and target setting).
- Attend relevant training courses as approved by Line Manager.
- Attend and serve at wider church events, such as leaders' gatherings, special services and newcomers' gatherings where required.
- Attend Vineyard Churches UK&I regional and national gatherings when required.
- Perform the job in accordance with CV's policies and procedures.

The list of duties contained above is not intended to be exhaustive. Other duties not listed above may be required from time to time and it is a condition of employment that the post holder be willing to undertake other reasonable duties as may be required from time to time.



<b>PERSON SPECIFICATION: Youth Pastor</b>		
	<b>ESSENTIAL CRITERIA</b>	<b>DESIRABLE CRITERIA</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• 3 A levels (or equivalent)</li> </ul>	<ul style="list-style-type: none"> <li>• Training/Qualification in a youth work related discipline</li> <li>• Theological or Bible college training or relevant third level qualification</li> </ul>
<b>RELEVANT EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• A minimum of 2 years' recent experience working with 10 to 18 year-olds.</li> <li>• Proven ability in relational youth work</li> <li>• Knowledge of the issues that face young people in our culture.</li> <li>• Experience creating and developing youth programmes</li> <li>• A knowledge and understanding of child protection.</li> <li>• Experience of working with volunteers</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of running Alpha</li> <li>• Experience of recruiting, leading teams of volunteers</li> </ul>
<b>PARTICULAR SKILLS / ABILITIES</b>	<ul style="list-style-type: none"> <li>• Strong interpersonal skills and ability to work as part of a team</li> <li>• Strong communication skills and organisational skills</li> <li>• An ability to act on their own initiative to prioritise and manage their own workload</li> <li>• The ability to build and sustain relationships with volunteers, staff, parents, and other stakeholders.</li> <li>• Knowledge of safeguarding and child protection.</li> <li>• Driving License and access to a car, or other suitable means of transport.</li> <li>• Flexible, willing to work unsociable hours</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and experience of IT systems and experience</li> <li>• Experience creating youth content for Social Media,</li> <li>• Ability to build relationships with other churches and community organisations</li> </ul>
<b>PERSONALITY / DISPOSITION</b>	<ul style="list-style-type: none"> <li>• Due to the nature of this role there is a genuine occupational requirement to be a Christian. This includes full commitment to the Vineyard Churches UK and Ireland Statement of faith: <a href="https://www.vineyardchurches.org.uk/resources/statement-of-faith/">https://www.vineyardchurches.org.uk/resources/statement-of-faith/</a></li> </ul>	

## Miscellaneous

- Work-related expenses will be reimbursed monthly on a receipted basis. A mileage allowance will be paid for car journeys.
- Holidays: 35 days per annum, inclusive of Bank Holidays
- This work will require some evening and weekend work. These sessions will be considered part of your working hours, and where extra time is required TOIL will be accrued and redeemed as agreed at a later stage.
- All staff within the organisation are required to complete an application for an AccessNI check as a condition of employment.
- Carrickfergus Vineyard is working with CIY as part of Project Y in the creation and support of this role and ministry.

## Application procedure

- Please send your completed application to Brian Moore  
brian@carrickfergusvineyard.org
- Closing date is **Tuesday 14<sup>th</sup> July 2026 at 12noon**
- Note – an applicant will not be shortlisted unless they demonstrate on their application form that they meet all the essential criteria. The appointment panel reserves the right to apply the desirable criteria to assist with shortlisting a reasonable number of candidates for interview
- Please note we are planning to hold interviews for this post on **Friday, 24th July 2026**