



Youth Worker

Introduction

Middlesbrough Community Church (MCC) are recruiting a **Youth Worker** to take primary responsibility for developing midweek discipleship and evangelistic outreach among young people, while working alongside Sunday provision and the volunteer team.

Who We Are

Middlesbrough Community Church (MCC) is a dynamic, multicultural and Spirit-filled church made up of believers across all ages who are united in a passion for Jesus, discipleship, and seeing lives transformed through salvation. MCC is a growing church of over 250 people, with an established and expanding youth ministry of 40+ children across Years 7-8 and Years 9-13.

MCC is part of the Taking Ground network of churches and carries a charismatic, Spirit-led culture with a strong emphasis on mission, discipleship and church growth.

More details about our vision, the life of the church and our people can be found on www.middlesbrough.church where there are links to our social media pages and information about our network of churches - Taking Ground.

Role Summary

The role involves supporting Sunday provision of youth ministry for ages 11–18, developing midweek discipleship, and leading outreach initiatives in the local community. The postholder will work closely with the Families and Children's Worker and a committed volunteer team and will be expected to lead, equip, and develop others rather than carry the ministry alone.

The post will be managed by the Senior Leader/ Core Team Member. The role will include regular evening and weekend work, particularly Sundays and midweek youth activities.

There is an occupational requirement for the successful applicant to be a committed, evangelical Christian, wholeheartedly supporting the beliefs and ethos of Middlesbrough Community Church.

The role is subject to a DBS enhanced disclosure. Safeguarding policies must also be adhered to and appropriate training will be mandatory. The postholder will be expected to model high standards of safeguarding practice and contribute to a culture of safety and wellbeing for all young people.

Specific Areas of Responsibility

Youth Team

- Work alongside volunteer youth team leaders, support and develop the existing volunteer youth team, fostering a healthy and sustainable team culture
- Recruit, train, and equip new volunteers where needed
- Identify and develop emerging leaders, including young people within the group
- Work in partnership with volunteers, recognising shared ownership of the ministry.

Sundays

- Work alongside volunteer team leads to deliver Sunday youth ministry, ensuring sessions are well-planned, resourced, and consistently delivered
- Lead sessions, or be directly involved, approximately twice per month (one older youth, one younger youth)
- With volunteer team leads, have joint responsibility for overall quality and consistency of provision
- Work alongside volunteer team leads to ensure teaching is Biblically grounded, engaging, and appropriate for age and stage
- Act as the visible lead for youth within the wider church
- Work alongside volunteer team leads to ensure safeguarding, team support, and appropriate structures are in place each week.

Mid-week

- Create community-based, evangelistic activities to attract youth to Jesus
- Develop and lead midweek discipleship opportunities for local young people
- Equip young people to grow in faith, confidence, and understanding of Scripture through midweek activities
- Support and develop small groups, mentoring relationships, and youth-led initiatives
- Invest in deeper discipleship, particularly among older youth.

Evangelism

- Support the development of accessible social spaces (e.g. weekly activities, monthly events, day trips) where local young people can invite friends
- Develop and lead outreach opportunities for young people locally, and where possible, through wider initiatives as well
- Build on existing links with organisations such as The Message Trust (including The Charge) and develop opportunities for local, school and community-based outreach

- Equip young people to confidently share their faith in their everyday contexts.

Pastoral Care

- Provide pastoral oversight across the youth ministry, building appropriate and consistent relationships with young people
- Support volunteers in responding to behavioural, pastoral, and discipleship needs within youth contexts
- Ensure all pastoral work is carried out in line with MCC safeguarding policies (link to Safeguarding Policy).

Integration & Progression

- Develop clear pathways for young people to grow in faith and transition into the wider life of the church
- Support older youth into adult church life, including serving teams and leadership opportunities
- Strengthen relationships between youth and the wider church family.

Wider Youth Events

- Coordinate involvement in regional and national youth events
- Address practical barriers (e.g. transport) where possible
- Ensure all events are safely planned within MCC policies and well-supported.

Person Specification

Spiritual & Pastoral

- A clear and active Christian faith, with a commitment to prayer, worship, and the leading of the Holy Spirit
- Ability to lead in a charismatic church context
- A heart for discipleship, evangelism, and young people
- Ability to build strong, appropriate relationships and provide pastoral support.

Leadership & Strategic

- Ability to think strategically about youth ministry, with a focus on community-based initiatives
- Experience of working within and developing teams
- Ability to identify gaps and respond with initiative and creativity
- A collaborative approach, working well within a wider church leadership structure.

Practical & Organisational

- Strong organisational and communication skills
- Ability to manage rotas, events, and administration effectively
- Understanding of safeguarding, GDPR and youth work best practice
- Ability to manage resources, budget and collect data for funders, as required
- Managing and updating the youth aspects of the church database.

Essential Skills & Experience

- Experience in youth ministry
- Experience in leading community-based initiatives
- Ability to work within a team, take initiative/ leadership when required
- Ability to teach and disciple young people
- Experience or passion for evangelism and outreach
- Ability to develop volunteers and leaders.

Desirable

- Experience working in a multicultural context
- Theological or ministry training
- Experience in schools

- Experience working alongside organisations such as The Message Trust.

Terms and Conditions

The following Terms and Conditions will form part of a formal contract:

- Part Time – 20 hours per week
- Fixed term contract for 24 months
 - 3 month probation period
 - Possibility to extend the contract – subject to funding
- Salary £14600 (pro-rata) (FTE £27,000 37.5 hour week)
- Annual holiday entitlement 15 days (112 hours) including bank holidays - when bank holiday time is taken can be negotiated
- Auto-enrolment into a defined contribution pension scheme
- The appointment subject is to a clear Disclosure & Barring Service check
- Employed by Middlesbrough Community Church Trust
- There is a Genuine Occupational Requirement (GOR) that the post holder is a practicing Christian (employer equality (Religious and Beliefs) Regulations 2003 Section 7)
- Applicants must be eligible to live and work in the UK. We are unable to offer sponsorship opportunities.

Expressions of Interest / How to Apply

To apply for this role, please email your CV and a covering letter - including an explanation of why you would like to be considered for the role, providing examples of relevant skills and experience referred to in the job description and outlining your suitability for the role (approximately 300 words) – to vacancies@middlesbrough.church

If you would like to know more about the role or have a chat with one of the Core Leadership Team please contact us on the email above including your phone number and one of the team will be in touch to arrange an informal call.

Closing date for applications is 23.59 on Friday 10th July.