

Youth Pastor

The Parish of Keighley, West Yorkshire



£28,000-£32,500

Senior team member

Start date: 1st September 2026

OVERSIGHT

- Line management will be undertaken by a supervisor allocated by a clergy member of Keighley Parish.
- The successful candidate will be accountable to the Keighley Parish PCC.

PURPOSE OF THE POSITION

We are looking to recruit a self-motivated individual for a busy and varied strategic oversight role working both within our existing team and with a range of stakeholders from across the public, third and faith sectors.

The primary focus is to oversee and develop youth mission and provision across the parish of Keighley, both on a Sunday morning and throughout the week. This includes developing and building our youth team.

The role would also be looking to develop youth outreach within our parish, especially in the estates of Braithwaite, Bracken Bank and Beechcliffe. We would also hope the individual would lead on developing a stronger link with our local college.

KEY OBJECTIVES:

- To point young people towards Jesus: Through missional outreach, help young people come to faith and become and feel part of the Parish of Keighley and its community.
- Deepen their spiritual life: Guide the church youth, fostering their growth as disciples of Jesus.
- Develop leaders: Equip and encourage young people to step into leadership roles, while building and supporting strong youth, children's and family ministry teams.
- Strategy: Build a parish wide strategic approach to sustainable youth outreach and ministry.

We are looking to employ a leader who is

- Passionate about seeing young people find and follow Jesus
- A confident leader who can build healthy volunteer teams
- Relational and approachable with strong pastoral and strategic instincts
- Organised and capable of managing programmes, teams and events effectively
- An enthusiastic and collaborative team member
- Missionally focused
- A humble person both teachable and eager to grow spiritually
- Experienced in youth ministry

DUTIES AND MAIN RESPONSIBILITIES:

Creativity, Vision Casting and holding vision:

Working alongside the clergy team to build a united parish working together to grow God's kingdom in Keighley and beyond. Taking a lead on vision casting for youth ministry in and around the parish and the town of Keighley for the next 5+ years. Holding the vision and its strategic implementation. Holding the responsibility for youth and children provision for the parish. Being creative and inspiring others in developing youth ministry throughout the parish.

Relationship and Line Management:

The role will include oversight for children's and under 5's ministry, working with and overseeing our children's worker and under 5's workers as they develop their teams and provision.

Staff and Volunteer Management and Team Development:

Team development and management are essential to the role. Using your experience in youth ministry, lead a dynamic team of volunteers, bringing a creative and mission-focused approach to reaching young people.

The church can only survive with lay development and leadership. The role will require the successful candidate to purposefully develop lay training and recruitment for youth ministry. With a focus on recruiting, empowering and supporting teams of volunteers who will lead and resource activities effectively. With teams being confident to lead and teach, through building relationships. While supporting the children's worker and under five workers in doing the same.

KEY AREAS OF FOCUS

Youth Development and Discipleship:

- Walk closely with young people, helping them encounter Jesus and discover a life with Him at the centre.
- Ensuring young people have a voice in the life of the church, advocating for their needs and ideas
- Collaborate with other church staff and volunteers to create opportunities for intergenerational worship and relationships.
- Support the planning and delivery of youth-friendly worship experiences and special services.
- Encourage young people to take an active role in service planning and delivery.
- Support and plan engaging weekly sessions to teach young people and help them grow as disciples of Jesus.
- Work closely with volunteers to support the delivery of these sessions, ensuring resources are both high quality and effective.
- Create opportunities for young people to use their gifts in service to others, both in the church and the wider community.
- Be an inspiring and positive role model, demonstrating how to live a Jesus centred life.
- Support and develop social media content for youth discipleship and outreach.
- Collaborate with other church staff and volunteers to create opportunities for intergenerational worship and relationships.

Administration

- Work with the safeguarding team to ensure compliance with church and legal requirements.
- Ensure all appropriate risk assessments, first aiders, and health and safety objectives are in place for ministry and outreach events.
- Keep youth ministry well-organised, including managing volunteer rotas, communication with parents, and the youth ministry budget.

Keighley College and CLiKS

- Establish a good working relationship with Keighley College and seek to support Christian ministry and outreach within its community.
- Support the work of CLiKS (Keighley Links in Keighley Schools - <https://www.clikскеighley.com>) secondary school work

Requirements:

- The appointment is subject to receipt of satisfactory reference, completion of the Disclosure and Barring Services (DBS) and satisfactory completion of a 3-month probationary period.
- The right to work in the UK.
- In accordance with Schedule 9 of the Equality Act 2010, there is a genuine occupational requirement for the post holder to be a practising Christian. The role involves actively supporting and contributing to the Christian ethos and ministry of Keighley Parish and the post holder will be expected to participate in the spiritual life of the church community, including collective worship, prayer gatherings, and weekly staff meetings. The post holder's beliefs and lifestyle should therefore be consistent with the values and teachings of the Christian faith.
- This post is currently funded for a one-year period, ending 31st August 2027. There is a non-binding anticipation of a further two-year extension becoming available.

Support and Provision

- Ongoing support and mentoring will be provided.
- Line Management: Reporting a designated member of clergy for guidance and support.
- Office Space: you will have access to office resources, including a laptop.
- Training and Development: We encourage further training and development. If you identify any relevant courses or opportunities, we'll support you in pursuing them.
- Expenses reimbursed (within reason).

Hours and Salary

Basic 40 hours, but as a senior team member you will have a flexible approach to working additional hours, including availability to support weekends, busy periods, and operational needs when required. The successful candidate will be comfortable signing a Working Time Regulations opt-out agreement.

Salary: £28,000 - £32,500 per annum (dependent on experience).

Annual Leave: 33 days per year inclusive of bank holidays.

Pension: the Parish runs the Nest workplace pension scheme.

Reporting to

Your role will be supervised and supported by a clergy supervisor allocated by the PCC of Keighley Parish.

About Keighley Parish

Keighley Parish is a united parish that was formed in 2016 with a vision of finding new ways to share resources and work well together across Keighley. Clergy roles were re-imagined, ensuring a greater outward focus, and the town centre church was, in 2016, revitalised by a transplanted congregation. By the end of 2019 new projects were growing and developing, with all churches showing signs of new life.

Further to the vision of 2016, in 2024, the two parishes of Ingrow, with Hainworth and Keighley merged to become one 'Keighley Parish' for the town of Keighley.

Keighley Parish has been designated a Resourcing Church by the Bradford Episcopal area of Leeds Diocese in 2017. Through this process the parish has received funding through Strategic Development Fund money. This funding is now ending. Keighley Parish is now making strategic decisions to ensure the continuation of growth within the parish and the empowerment of lay volunteers and leaders.

Our Town

The town of Keighley is situated eleven miles north-west of Bradford and has a population of approximately 50,000. A prosperous mill town, renowned for its engineering, during the industrial revolution Keighley today is a challenging place with areas of high deprivation and a multicultural population struggling to live well together.

According to the 2011 Census the age profile data shows that Keighley is a very young town - 29% are children and young people under the age of 18, a significantly higher percentage than the national average of 21%. With regard to religious adherence 38.2% of people registered as Christian, 37.1% as Muslim, 17.6% as having no religion, 6.2% did not state and 0.9% were from other religions. According to the Index of Multiple Deprivation (IMD) data 2017, Keighley Parish is counted 378 out of 12,544 parishes across the country. This is based on measures such as education, employment, health, housing and crime, and shows that our parish is within the top 4% of the most deprived parishes in England. The presenting issues in Keighley include isolation, mental health problems, addiction (alcohol and drugs), low aspiration, poverty, segregated communities, crime and the fear of crime etc.

Our Vision

Seeking the Kingdom of God for Keighley

In the sermon on the mount Jesus tells his followers to 'seek first the Kingdom of God.' We believe that God is already at work in our town, our churches, our communities and in individual lives. The Holy Spirit invites us to discern this work of God and to get involved. Through our worship and prayer; in our everyday living; in our serving and giving we seek to know God and to make God known.

The dynamic at work here is both prayerful discernment and active participation in the work of God's Kingdom. We plan strategically but are also open to the organic springing up of the Kingdom. We are to be a people watching for the wind of God's Spirit and ready to act.

Sharing the Good News of Jesus

The heart of the Christian faith is not a symbol or a philosophy but a person, Jesus Christ. As Christians our lives have been transformed by the love of God in Jesus and we aim to share this good news in our words and our actions. We all have a story to tell of what God has done for us and we each have gifts to be used in serving God, one another and our communities

God's mission takes in the whole of the town and all parts of the community. In our young population there is much to be done to share the good news of Jesus.

Growing as disciples together

We want to see new Christians in our town and see those who are Christians being renewed and becoming more like Jesus. Whatever our age or background we want to be growing together through a deepening sense of God, a wider experience of faith and a fuller understanding of who we are in Christ. We aim to grow in spiritual maturity, in number, in our sense of community and in the positive impact we can have.

The congregations of Keighley Parish represent a breadth of traditions and theological emphasis, but we find a common commitment in our love for God, a love for this place and a desire to draw people into a life-giving relationship with Jesus Christ.

Our Churches

Church buildings come in all shapes and sizes and in Keighley we have a good mix of older and newer, with a variety of facilities. The different congregations also reflect a breadth of Church of England traditions from liberal-catholic to charismatic. Bishop Toby Howarth, at the formation of the united parish, called us to 'a lively, supportive complementarity'.

Working this out in Keighley Parish over the past six years has meant that we celebrate our diversity and value the different traditions, since together we are able more fully to represent the body of Christ.

To find out more about this post and for an informal conversation please contact: Revd Jon Berry Team Vicar, Keighley Parish, on 07775833313 revjon@keighleyparish.org