

## Youth and Children Assistant

### St Paul's Parish Church of Scotland, Milngavie

**Normal Hours:** 20

**Annual Salary:** £19,150

**Annual Leave:** 6 weeks

### Our Vision

We believe God is calling us into a new season.

St Paul's is growing — particularly among older adults — and we give thanks for that. But we long to grow younger as well as older. We are prayerfully seeking God's leading for how we become a church where children, young people, families and older generations flourish together.

We are therefore looking for more than someone to “run programmes.”

We are seeking someone who will:

- Help us **cast and clarify a compelling vision** for children, youth and families
- Discern with us **where God is already at work** in our community
- Help us grow the church in depth (discipleship) and breadth (reach)
- Encourage and equip the whole congregation to take responsibility for the next generation

We believe lasting fruit requires a **whole-church approach**. The successful candidate will work closely with our Minister, Pastoral Assistant and leadership team to help embed this vision.

## **The Role**

The Youth and Children Assistant will:

- Lead, develop and coordinate ministry with children and young people (with a particular focus on primary and secondary ages)
- Build strong, intentional discipleship pathways
- Train, support and inspire our team of around 10-15 committed volunteers
- Develop existing ministries where this is deemed appropriate
- Propose and pioneer new initiatives where appropriate
- Strengthen relationships with local schools (primary and secondary)
- Engage with families beyond Sunday
- Help shape intergenerational worship and church life

We are looking for someone who can think prayerfully and creatively about how we engage a changing generation and culture, while remaining rooted in the gospel.

The postholder will be line managed by the Minister and supported by the Church Administrator, Pastoral Assistant and

volunteer team. They will feed into the already established children and youth team.

## **Our Heart for Children and Young People**

For generations, St Paul's has cared deeply about children and young people. We are committed to:

- Teaching the Bible faithfully and clearly
- Encouraging young people to know and follow Jesus
- Providing a safe, supportive and joyful environment
- Growing in inclusivity — particularly for children with disabilities and neurodiversity
- Removing hidden barriers to belonging

We work in partnership with organisations including **SU Scotland** and AtEase (autism support), and we hope to build further community links.

We are Christ-centred, prayerful and committed to sharing the good news of Jesus with boldness and compassion.

## **Who We Are Looking For**

### **Essential**

The successful candidate will be:

- A committed Christian, able to serve as an enthusiastic and faithful role model
- Passionate about discipleship among children and young people

- Experienced in working with primary and secondary age groups
- A visionary thinker who can contribute to team discussions and shape direction
- A strong communicator across generations
- A collaborative team player who can equip and delegate effectively
- Comfortable engaging with schools, families, volunteers and community partners
- Willing and able to attend Sunday worship regularly
- Organised, self-motivated and IT competent (Microsoft 365, social media)

### **Desirable**

- Formal training in youth work, theology or religious studies
- Experience and a love for preaching
- Experience leading and coordinating volunteer teams
- Experience working in schools
- Connection with SU Scotland
- Confidence navigating digital and social media culture
- Ability to contribute musically, creatively or athletically in outreach settings

### **Safeguarding and Additional Information**

This role requires PVG Scheme membership and completion of Church of Scotland safeguarding training. The successful candidate will work closely with our Safeguarding Co-ordinator to ensure best practice.

Travel expenses (excluding travel between your home and St Paul's Church) will be covered. Applicants must be eligible to work in the UK. This post carries a Genuine Occupational Requirement for the postholder to be a practising Christian.

### **Application Process**

Please send your CV and a covering letter explaining how you meet the essential criteria to:

**St.Pauls@btconnect.com**

(Deadline: Friday 10 April 2026)

For an informal conversation, please contact:

**LBrennan@churchofscotland.org.uk**

Interviews will take place in the second half of April