



Youth Voice and Young Leaders
(5-17) Development Adviser



DIOCESE OF
Bath & Wells

Living and telling the story of Jesus

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” Perhaps by stepping into leadership people will be able to find God in that journey. That’s what happened to me - leadership brought me to Christianity. I started being a youth leader and then through working with the other leaders who were Christians, I got involved with their church and found faith through that. Now I’m a Christian and see that leading is a gift from God.

Jake, young person

“





Dear applicant

Thank you for your interest in the role of Youth Voice and Young Leaders Development Adviser. We hope the successful applicant will enjoy this exciting and creative opportunity to shape the role and the impact of youth voice across our diocese.

We hope you find the application pack provides all the information you need in order to consider this post. If, however, you have any further questions please initially contact Human Resources.

If you would like an informal conversation about the post you are welcome to contact Cheryl Govier, Assistant Director of Education via email cheryl.govier@bathwells.anglican.org or phone 07848 028620.

The key dates for the appointment process are on the following page. Should you decide to apply for this post we look forward to receiving your application and wish you well. Details on how to apply are at the end of this pack.

Contact details

Human Resources - Enita Andrews, HR Manager

Phone: 01749 685113

Email: recruitment@bathwells.anglican.org

Application details

Shortlisting

To ensure the fairness of the selection process, shortlisting will be based upon the information which you provide in your application and assumptions will not be made about your experience or skills. We will look for demonstrable evidence that you meet the criteria set out in the person specification. After shortlisting we strive to contact all those who have applied to advise them of the outcome; if after 3 weeks from the closing date you have not heard from us, please do contact the HR team. A copy of our privacy policy for job applicants can be downloaded from our website.

Interviews

Interviews will take place at Flourish House in Wells on Tuesday 15 July 2026.

Further details regarding the selection process will be communicated at the time applicants are invited for interview.

Safeguarding

We are committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of children within our church communities. We will carefully select, train and support all those with any responsibility within the Church, in line with Safer Recruitment principles. This means that we will:

- Ensure that our recruitment and selection processes are inclusive, fair, consistent and transparent.
- Take all reasonable steps to prevent those who might harm children or adults from taking up, in our churches, positions of respect, responsibility or authority where they are trusted by others.
- Adhere to safer recruitment legislation, guidance and standards.
- Further information can be found in our Safeguarding Policy available on the diocesan website.





The Diocese of Bath and Wells

The Diocese of Bath and Wells broadly encompasses the historic county of Somerset, extending to include a small part of the county of Dorset. It is a diverse region with more than 500 settlements across the county, many of them small and rural which account for 43% of the population. Although two thirds of Somerset is rural, more than half the population lives in urban areas.

The diocese loves and serves in the region of 1,000,000 people who live here through its family of 466 parishes and 180 church schools and more than 170 chaplaincies. This family works for the good of local communities in a range of practical and pastoral ways, caring for the vulnerable, supporting families and encouraging children and young people.

The Bishop of Bath and Wells has overall responsibility for the diocese. He is assisted by a suffragan bishop, the Bishop of Taunton.

There are three archdeacons in our diocese, serving the archdeaconries of Bath, Wells and Taunton. There are 160 stipendiary clergy posts, 42 self-supporting licensed clergy and 210 licensed Readers.

Everything the diocese does is underpinned by prayer and worship and we are driven by our vision that: 'In response to God's immense love for us, we seek to be God's people, living and telling the story of Jesus.' We seek to live this story as disciples of Jesus Christ in the world and to tell it, both in sharing the good news and by the way in which our lives speak about Him.

Living and telling the story of Jesus

Our vision and strategy speaks to the story of Jesus; his life, teaching and work, his death and resurrection; the story which is the context of our faith and the content of our message. In the Diocese of Bath and Wells we strive to be a growing church. We are committed to witnessing and to living out the Gospel of Jesus as we seek to transform and be at the heart of our local communities, bringing love and care for our neighbours, and service to those in need.

We are working together to achieve this by:

- Valuing and cherishing the people and resources we already have
- Developing new Christian worshipping communities
- Sharing in leadership and ministry
- Deepening and growing faith





About the role

This is an exciting opportunity to help shape and strengthen the voice, influence, and leadership of children and young people across the Diocese of Bath and Wells.

The Youth Voice and Young Leaders (5–17) Development Adviser will play a part in bringing our diocesan vision to life by ensuring that young people are not only heard, but are active participants in the life, discernment and future of our churches, schools and chaplaincies.

Working collaboratively across the Education Department and with colleagues in Mission Support and Ministry Development, the successful candidate will advocate for meaningful participation, and help integrate the perspectives of children and young people to help inform decision-making at every level—from local churches and schools to deaneries and diocesan synod.

The role combines strategic leadership and influencing with practical delivery, designing and implementing engaging, age-appropriate pathways that inspire young people to grow in confidence, faith and leadership. The successful candidate will equip schools and churches with the tools, training and resources needed to listen well and respond effectively to young voices, as well as helping them in nurturing emerging young leaders. Through partnership-building, creative programme development and a strong commitment to safeguarding and inclusion, this role will help cultivate a culture in which children and young people are valued, enabled and recognised as agents of change in their communities and beyond.

”

I would say as a young person what's really important to me is people knowing I'm a Christian without having to tell them. So that's living a life which reflects Christ. The way I live this kind of life is by just letting my actions speak for me and standing out and walking my day to day with God.

Adam, age 14

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This role plays a key part in strengthening and enriching partnerships between churches and schools by creating shared approaches to listening to, valuing, and developing the voice of children and young people. By working across both settings, the Youth Voice and Young Leaders Development Adviser will help build deeper connections, ensuring that schools and churches collaborate intentionally to provide meaningful opportunities for pupils to contribute, lead, and shape their communities. This includes supporting joint initiatives such as pupil chaplaincy, leadership programmes, opportunities within collective worship and community engagement.

”
God can be anywhere as He
is as big as the world. He
created the world so is in our
hearts.
Young person
“

”
God has a place in school.
Sometimes it gets really noisy
and it's hard for us to hear him.
Can he still hear us?
Young person
“

The role also supports partnership-building by equipping both schools and churches with practical tools, training, and resources to listen to and respond to young people effectively. By fostering strong relationships between school leaders, clergy, and diocesan teams, and by identifying and embedding best practice, the postholder helps position the Church as an engaged, relevant, and supportive partner in education. In doing so, the role enables deeper collaboration that benefits not only institutions, but also the confidence, faith, and agency of the young people they serve.





Job description

Our Vision

In response to God's immense love for us, we seek to be God's people living and telling the story of Jesus. As the people of God, we aim to grow churches and transform communities across the Diocese through our strategic priorities.

Key purpose of the post:

- To champion and elevate the voice of children and young people at every level of diocesan life—ensuring their perspectives shape and influence our shared future.
- To design a strategy that enables youth and children to have a voice across the diocese: in PCCs, governing bodies, schools and MAT communities, deaneries, and diocesan synod.
- To inspire, nurture, and develop young leaders through meaningful, age-appropriate opportunities that build confidence, deepen discipleship, and open pathways to young vocations.

Location:

Hybrid working with regular attendance at the Diocesan Office in Wells.

Reporting to:

Assistant Director of Education, Leadership

Key colleagues:

- Director and Assistant Directors of Education
- GO Team and Schools Team – Diocesan Education Department
- Mission Support and Ministry Development Team colleagues
- Local church and deanery leaders

Main responsibilities

Key responsibilities:

- Champion and elevate youth voice at every level of diocesan life.
- Develop age-appropriate leadership opportunities in schools and churches.
- Design leadership pathways for young leaders aged 11–17.
- Equip schools and churches with tools and training to listen and respond to young people.
- Support vocational conversations, together with colleagues in Mission Support and Ministry Development, and promote the church as a partner in careers education.
- Create practical resources as required.
- Celebrate and affirm children and young people's contributions through awards and events.
- Ensure all activities comply with safeguarding policies and promote a culture of safety, inclusion, and equality.

Outcomes, parameters and objectives of the post:

- Clergy vacancies informed by youth and children's voice.
- Children/Young People/Young Adults affirmed and celebrated in serving the church, schools and diocese.
- Schools and churches are aware of leadership opportunities for pupils to engage with, children enabled to access a range of leadership opportunities.
- Children/Young People (5-17) acting as agents of change in the church, schools, their communities and the wider world
- Pupil chaplains/mentors trained and serving in their school and community.
- Ensure pathways exist for young people to sustain and deepen leadership development from primary into secondary education (ages 11–17), through collaborative initiatives.
- Young people have access to experiences and resources that help them discern their calling and develop a sense of purpose during their time in school.

Main responsibilities

What might this look like in practise?

- Develop a cross-department strategy for youth and children's voice at all levels in the diocese, PCCs, Governing bodies and councils, deanery and diocesan synod.
 - Identify, signpost and equip schools and churches to deliver leadership programmes/opportunities.
 - Provide tools, training and guidance for churches to listen more effectively to CH/YP and to act appropriately on their voice.
 - Working alongside diocesan colleagues (e.g. Chaplaincy Adviser, Chaplains, local church leaders) to develop a model of Pupil Chaplaincy/Peer Mentoring
 - Develop a Young Leaders Pathway
 - Identify and embed best practice
 - Expand leadership opportunities
 - Strengthen church/school partnerships
- Equip schools for vocational conversations

Wider responsibilities

- Support schools and churches to work in partnership to secure children and youth voice in a range of contexts and addressing relevant issues.
- Connect with national and regional colleagues, under the direction of the Assistant Director of Education (Leadership), to develop and apply best practice.
- Support the GO Team, Young Vocations Adviser and Chaplaincy Adviser
- Additional duties, commensurate with the role, may be required, in agreement with the line manager.



Person specification

There is a Genuine Occupational Requirement (GOR) that the holder of this post is a practising Christian, as permitted under the Equality Act 2010, Schedule 9, Part 1. This post will be subject to references and an enhanced Disclosure & Barring Service check.

Essential

- Proven experience working with children and young people in educational, church or community settings.
- Understanding of youth voice principles and experience facilitating meaningful participation.
- Able to listen effectively to children and young people, and proficient in portraying what they say and how they communicate.
- A good level of knowledge and experience of implementing Safeguarding when working with children and young people, with a strong commitment to safeguarding practices and inclusion.
- Ability to adapt approach and communication style for a wide range of audiences, including those from a range of church traditions.
- Ability to build positive, collaborative relationships across schools, churches, diocesan teams, or wider stakeholders.
- Excellent interpersonal and communication skills, demonstrating a service oriented, supportive mindset.
- Self-starter, with strong organisational skills.
- Confidence using technology and social media to engage, communicate, and share resources. This needs to be beyond personal use.
- Ability to travel independently and efficiently across the diocese, with flexibility to work occasional evenings and weekends.

Person Specification

Desirable

- Relevant qualifications in youth work, children's work, chaplaincy or teaching.
- Awareness, and ideally experience, of Christian youth and/or children's organisations
- Experience designing or delivering leadership development opportunities for young people.
- Experience collaborating with clergy and church leaders, building positive and effective working relationships.
- Experience providing advice, guidance, or support to churches, schools, or community groups.
- Experience of working within education settings.
- Understanding of chaplaincy, particularly in school or youth contexts.
- Experience creating resources and delivering training, both in-person and online.
- Knowledge of church life and organisational structures, preferably within the Church of England.





Terms and conditions

Hours of work

Full-time, 36 hours per week, permanent role although a job share or term-time only role would be considered. Will involve occasional evenings and weekends.

Salary

£29,542 - £35, 909 per annum depending on experience

Pension

The pension scheme is administered by the Church of England Pensions Board. The employer will contribute 10% of the employee's pensionable salary and the employee can choose to make an additional voluntary contribution of any proportion of their pensionable salary.

Holiday

25 days per year, plus bank holidays pro-rata, rising to 28 days after 5 years' service. The holiday year runs from 1 January to 31 December. Additional discretionary days may be given at Christmas and Easter

Expenses

All reasonable working expenses, including mileage for travel, will be met at the agreed Diocesan rates.

Other benefits

Free parking at the office, Cycle to Work scheme, social events, well being support.

Probationary period

This post will be subject to a six month probationary period.

How to apply

Please apply for via our [online recruitment platform](#)

Enita Andrews

HR Manager

Email: enita.andrews@bathwells.anglican.org | Tel: 01749 685113

The closing date for applications is noon Tuesday 7 July 2026.

Interviews will take place on Tuesday 15 July 2026.

This role will require an enhanced disclosure and barring service check.

The Diocese of Bath and Wells is committed to being a truly representative and inclusive community, where everyone is respected, valued, and supported in contributing their skills, experience, and perspectives. We recognise that there is more work to do to ensure our diocese fully reflects the rich diversity of the communities we serve. We are actively learning, growing, and taking steps to address these gaps.

As part of our ongoing commitment to nurturing a diverse and inclusive community, we warmly welcome and encourage applications from individuals and groups who are currently under-represented within the Diocese of Bath and Wells. You can find out more about how we are championing diversity in Bath and Wells, including the work led by the Revd Narinder Tegally, our UKME Champion.

This appointment is subject to proof of the right to residency in the UK under UK Visa and Immigration regulations.





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