



St Paul's
D O R K I N G

Loving God | Loving Dorking
Loving God's World

Worship and Younger Youth Pastor

St Paul's Church, Dorking

Full- time (combined role) or two part- time roles

Children's and Youth ministry is in the DNA of our story as a church and so we are seeking God for a leader to join the team and help develop and grow our emerging generation of disciples inside and outside the church.

Alongside this, we long to grow as a church community in our love and worship of God through our contemporary praise and worship and are praying for a pastor who models and is able to lead us and our musicians of all ages in that ministry.

We are open to appointing **one full- time pastor** who will hold both portfolios, **or two part- time pastors** who will each focus on either Worship or 11-14s ministry. We recognise that these ministries will grow out of the leading of God's Spirit and the shape of the appointed pastor(s) and the teams they lead. We would love to explore with you how your calling, gifts and experience might shape the mission and ministry.

St Paul's is a charismatic evangelical church in the market town of Dorking, surrounded by the beautiful Surrey Hills. We long to see Dorking and the places God calls us daily to be fully for Jesus and so we are learning to grow in our love of God; shaped by His word, living as His disciples (who make disciples) and praying for His Kingdom to come, all in and through the power of His Spirit. We

are so grateful for the strong partnerships we have with our local churches, organisations and schools (both primary and secondary) and try to serve them and our own staff team with love, generosity and collaboration.

In recognition of the importance we place on this ministry, the role comes with a good package including a church house.

Younger Youth Pastor (with focus on 11-14s)

PRIMARY ROLE

Oversee, develop and grow children and youth discipleship at St Paul's church.

KEY RESPONSIBILITIES

To lead the vision, strategy and management of children's and youth ministry at St Paul's Church, Dorking in line with the church's broader vision and mission.

Specifically:

Vision, Strategy and Leadership

- Develop and shape a fresh vision for our younger youth at St Paul's as part of the wider vision we have for the church.
- While the focus is younger youth, we would like the postholder to have oversight of and hold the vision for the Sunday morning 4-10s Kids'church team.

Team Development

- Envision, recruit, train and support volunteer teams for a new season of ministry.

Programme Design and Delivery

- Design, lead and manage age-appropriate bible rooted activities and programmes for 11-14s (E.g. Sunday mornings, midweek groups, schools work).
- Create environments where young people can explore faith, encounter God through His Word and Spirit, grow as disciples and invite friends.

Partnership and Community Engagement

- Work with existing partnerships including local churches, primary schools, the Priory School chaplaincy team and the Diocesan Youth Hub Catalyst project.
- Build positive relationships with parents, carers and the wider church family.

Safeguarding and Administration

- Work closely with the safeguarding team to ensure best practice at all times.
- Oversee administration, including budgets, resources and day- to- day operations.

Wider Church Involvement

- Collaborate with the vicar, associate vicar and wider staff team, especially in primary school ministry and young families work.
- Contribute to the broader life and mission of St Paul's as part of the staff team.

Worship Pastor

PRIMARY ROLE

To oversee, develop and grow the church family's contemporary worship life.

KEY RESPONSIBILITIES

To lead and develop a vision for contemporary worship at St Paul's in line with the church's vision and mission; train and mentor our new & existing musicians; providing pastoral care and administrative leadership to musicians, sound and visual teams as well as regularly leading worship in our church services.

Specifically:

Personal Example

- Model a life of worship through character, devotion and integrity.

Vision and Culture

- Lead and discern the vision for contemporary worship in partnership with the vicar.
- Develop a culture of worship that helps people encounter God, grow as disciples, and express faith authentically both corporately and personally.

Team Leadership and Pastoral Care

- Oversee and pastor the worship team community; recruiting, training, and caring for musicians, singers, tech volunteers, fostering a healthy, prayerful and collaborative team culture of both musical and spiritual growth.
- Support the development of younger generation musicians, singers and Tech volunteers.

Service Planning and Technical oversight

- Plan and deliver worship services in collaboration with clergy and service leaders, introducing new music, artistic expressions and technologies that help without overwhelming the congregation, and ensure theological integrity

- Have oversight of Technical and Production Elements ensuring sound, projection and livestreaming support worship effectively and unobtrusively.

Technical Oversight

- Ensure sound, lighting, projection and livestreaming support worship effectively and unobtrusively.
- Oversee training and development of technical volunteers.

Mission and Outreach

- Support the Mission of the Church by engaging with worship inside and outside the church (i.e. schools ministry) to allow it to be a bridge for newcomers, young people, and those exploring faith.

QUALITIES OF THE CANDIDATE(S)

Essential

- A committed Christian with a passion for leading worship and working with children and young people in the context of a charismatic evangelical church.
- A level of maturity and experience in leading worship groups and working with children and young people, preferably in a church setting.
- A collaborative team player, able to work well with the rest of the staff team and with parents, volunteers and church members.
- Has the necessary leadership and pastoral skills to build healthy teams, train, release and work with volunteer workers, as well as the ability to line manage interns.
- Has both the ability and the joy that comes from singing and worship leading.

- Able to build effective and positive relationships with the wider community, including St Paul's church school and the Priory chaplaincy team.
- An effective self-starter with a can-do attitude and evidence of constant up-skilling.
- Effective and creative communication skills.
- Basic IT skills.
- Dedicated to growing in their personal relationship with God through prayer, Bible study and engagement with the Holy Spirit.
- Commitment to be a regular worshipper and member of St Paul's church

Desirable

- Relevant qualifications in theology, youth work, or education.
- Experience/knowledge of visual and audio systems such as sound desks/presenting software (Worship role)
- First Aid qualification

REQUIREMENTS

- A satisfactory DBS check.
- Right to work in the UK.
- An Occupational Requirement exists for the post-holder to be a practicing Christian in accordance with the Equality Act 2010.

TERMS & CONDITIONS

Salary: £18,000-25,000 and a church house (Subject to experience)

Hours of work: This is a full-time post of 40 hours per week, to include Sunday and evening and other weekend work as necessary. The post is for a fixed term contract of 3 years.

Pension: The organisation will fulfil its obligations under the pensions auto enrolment legislation. You will be notified of any entitlement you may have under that scheme.

Holiday entitlement: 25 days holiday and 8 Bank Holidays (pro-rata)

Additional support: We understand the importance of this and will fund 6 supervision or counselling sessions a year) as well as encourage you to pursue your personal spiritual growth through prayer, spiritual direction and annual retreats in consultation with the Vicar.

Employer: St Paul's, Dorking PCC

Responsible to: Vicar, priest in charge or church wardens in a vacancy

How to Apply

Please submit:

- Your CV
- A cover letter outlining your sense of calling, relevant experience and whether you are applying for the full- time role, one of the part- time roles, or open to either
- Contact details for two referees (we will only contact them with your permission)
- **Applications by Sunday 12th April 2026**

Applications should be sent to: ops@stpaulsdorking.org.uk.

For any questions or enquiries on the role please do contact Merissa at the email address above or call 01306 743378