



**YOUTH MINISTRY
IN COMMUNION**

**All Saints
Fulham**



Network Youth Worker

at All Saints Fulham

Job Information Pack

An exciting 28 hour per week role for someone with a passion for seeing young people thrive in the love of God.



Closing Date: 12th August 2026

Interview Date: TBC

(Interviews at All Saints Fulham, SW6 3LA)

*Youth Ministry in Communion is a project operated by The Parochial Church Council
of St Andrew's Fulham Fields (Registered Charity No. 1134166)*

Dear Applicant,

Thank you for your interest in the role of Network Youth Worker. We hope this pack gives you a sense of the vision and opportunity of this role. We would be very happy to arrange an informal conversation to answer any questions and help you explore whether this could be the right next step for you.

We are currently recruiting for a Network Youth Worker position at All Saints Fulham and are looking for people with a genuine passion for working with young people aged 11–18 and helping them encounter the love of God through intentional local and collaborative youth ministry.

YMIC exists to equip and support local churches to become thriving centres of youth ministry, where young people can grow in faith, community, and discipleship. Youth Ministry in Communion (YMIC) works within the sacramental and liturgical traditions of the Church of England, and we warmly welcome applicants from a range of church backgrounds who are excited to serve within this context. As a Network Youth Worker, you will be part of the YMIC London Hub, based out of St Andrew's Fulham Fields, whilst working day-to-day as a key member of the staff team at All Saints Fulham.

Your primary focus will be supporting and developing the existing provision throughout the week at All Saints, including supporting the weekly Family Service in the parish. Alongside parish-based ministry, you will also contribute to the wider life of the network through termly youth events, other gatherings, and residential.

If you feel called to invest in the faith and lives of young people as part of this growing network, we would be delighted to hear from you, and would encourage you to make contact to have an informal conversation both about YMIC and life at All Saints.

With best wishes,

Jacob Holme
(Project Lead, YMIC)

jacob@standrewsfulham.com

The Rev'd Peter Dobson
(Vicar, All Saints Fulham)

vicar@allsaintsfulham.org.uk

YMIC London Job Description, All Saints Fulham

Job Title:	Network Youth Worker [28 hours per week]
Contract Length:	Initially 1 Year (with the intention to extend)
Reporting to:	Network Project Lead and Vicar of All Saints Fulham
Location:	All Saints Fulham, SW6 3LA
Key Relationships:	YMIC Project Lead; Vicar of All Saints; the YMIC Team; Staff and PCC of All Saints; All Saints' Youth, Families and Volunteers; All Saints Primary School and Lady Margaret CofE Secondary School.

Background to the Role

This role builds on the strong foundations already established by the previous Youth Worker, the All Saints team, and YMIC Network. As part of a growing network of churches across West London, the role will support young people aged 11–18 in encountering the love of God and growing in faith within the sacramental tradition of the Church of England.

Based at All Saints Fulham and connected to the wider network, this role offers the opportunity to strengthen and develop existing ministry while also enabling you to bring fresh energy, creativity, and vision. We are seeking someone who can build on what is already flourishing, while helping shape the next chapter of youth ministry through discipleship, hospitality, and community.

Existing commitments at All Saints:

- Monday, lunchtime: **Christian Union for Year 5s** at All Saints Primary School (avg attendance 12)
- Tuesday, morning: **All Saints Staff Team Meeting**
- Wednesday, lunchtime: **Christian Union** at Lady Margaret's Secondary School (avg attendance 15)
- Wednesday, late afternoon: **Youth Hub**, an after school club for Years 6 & 7 at All Saints Church (avg attendance 15)
- Thursday, evening: **Youth Connect** for Year 8+ at All Saints Church (avg attendance 7)
- Sunday, morning: **Family Service** at 9:30, with occasional attendance at Parish Eucharist at 10:30
- Sunday, evening: **Illuminate Bible Study** for Young People (avg attendance 5)

Job Summary

This role will support the ongoing development of the YMIC network while focusing particularly on local youth ministry at All Saints Fulham. Building on the strong foundations already established, the Network Youth Worker will support and develop the church's existing youth groups, discipleship and evangelism opportunities, schools work, events, and wider programme for young people, helping them to grow in faith and belonging.

Working closely with the Vicar of All Saints Fulham and YMIC Project Lead, the postholder will have the opportunity both to strengthen current ministry and to bring fresh vision, creativity, and leadership to new areas of development.

The specific tasks and duties may vary depending on the needs and context within the parish, and the postholder will be required to undertake any other duties that are commensurate with the role. There will be a review of the job description on a regular basis to ensure that it is still up to date with the changing needs of the network and parish.

Key Responsibilities:

Parish-Based:

- To help young people to explore the Christian faith in a creative and dynamic way that reflects the sacramental tradition of the parish.
- Work with the clergy, staff team and PCC to identify the specific youth ministry needs of the parish.
- To pastorally support and nurture young people in their faith and connection to the life of All Saints, building relationships with and between their families at the same time.
- Research, plan and deliver an appropriate youth programme within the parish, including delivering and developing the existing offering, planning for and integrating young people with additional needs, and supporting volunteers.
- Play an active part in the life of the church and parish, attending Sunday worship regularly and playing an active part in the wider team of staff and volunteers.
- To demonstrate a commitment to safeguarding and ensure that safeguarding policies are followed and that robust safeguarding practice is fully embedded into all aspects of the youth ministry. As well as managing risks, including preparing risk assessments for parish activities and events.

YMIC London Network:

- Embrace the vision and values of YMIC as a hub of collaborative youth ministry rooted in the liturgical and sacramental tradition.
- Engage with the wider offering of the network, especially personal development opportunities for support and coaching.
- Be an active team player in the events planning group for the delivery of 3 annual youth events, residentials and other gatherings.
- Support youth ministry in other parishes within the network (if appropriate and agreed with your line manager/s).

Person Specification:

This post is subject to an occupational requirement that the postholder be a practising Christian under Part 1 of Schedule 9 of the Equality Act.

The post is subject to references and an enhanced DBS check.

ESSENTIAL	DESIRABLE
Experience and Qualifications	
An understanding and commitment to the Christian faith.	Qualification in Theology and/or Youth Work.
Experience in working with young people aged 11-18 years old.	Experience in pastoral care or wellbeing support.
Ability to create an inclusive, dynamic and fun environment for young people from diverse backgrounds.	
Skills/Aptitudes	
Mentoring and coaching skills.	Good IT skills including an ability to use Office 365 and digital media to engage young people and others.
Strong communication skills and an ability to connect with both individuals and groups, youth and adults.	
Good organisational skills and the ability to prioritise tasks and manage multiple activities and events simultaneously.	
Be able to work collaboratively as part of a team with others and also independently.	
Ability to use initiative and creativity to develop youth work.	
Ability to recruit and develop volunteer teams including young leaders.	
Character and Personal Qualities	
A passion to see young people thrive and grow in Christian faith.	
A commitment to implementing and upholding the safeguarding policies of the parish and YMIC.	
Ability to work enthusiastically in support of the aims, values and ethos of both the YMIC Network and All Saints Church.	
Flexibility to work outside of normal working hours – especially evenings/weekends.	

TERMS AND CONDITIONS

Network Youth Worker

Employer

You will be employed by the PCC of St Andrew's Fulham Fields whose registered address is at St Andrew's Church, Greyhound Road, London W14 9SA.

Normal Place of Work

All Saints Church, The Parish Office, Pryors Bank Pavilion, Putney Bridge Approach, SW6 3LA.

Salary

The post has a salary of £14.80/hour (London Living Wage), 28 hours a week, £21,548 (£30,784 FTE). We are committed to paying the London Living Wage.

Probation

The appointment is subject to the satisfactory completion of a three-month probationary period.

Hours of Work

28 hours per week, including evenings and Sundays.

Holiday Entitlement

You will receive 28 days of annual leave per annum plus bank holidays.

The leave year runs from 1st September to 31st August.

Sick Pay

Sick pay is paid at full salary (inclusive of any SSP due) for the first four weeks of absence, then half your salary (inclusive of any SSP due) for the next four weeks up to a maximum of eight weeks in any consecutive twelve-month period.

Pension

Youth Ministry in Communion operates a contribution pension scheme, which, subject to qualifying conditions, you will be automatically enrolled into (employer contributions of 5% and employee contributions of 3%). You have the right to opt out of the pension scheme if you wish.

Safer Recruitment and Safeguarding

YMIC is committed to safeguarding and promoting the value and dignity of every person, and expects all staff and volunteers to share this commitment. This post is subject to safer recruitment processes, including submission of a Confidential Declaration Form, satisfactory references, an enhanced DBS check, and the completion of all required safeguarding training and pre-appointment checks in line with Church of England guidance.

Termination of Employment

During the three-month probationary period, one week's notice is required on either side.

Thereafter, you will be required to give two months' notice should you wish to resign and will receive a minimum of two months' notice.

Equality and Diversity

All staff are expected to demonstrate the value of 'Respect for All' and follow any guidelines and policies relating to equality and diversity, and equal opportunities.

Equal Opportunities

YMIC has a strong commitment to equal opportunities and will not discriminate on the grounds of race, nationality, age, sex, disability, marital status or sexual orientation. Its employees are expected to abide by the Equal Opportunities Policy which embodies these principles.

Disciplinary and Grievance Procedures

Further details would be provided in the contract of employment that would be issued on appointment.

Health and Safety

Employees must look after their own health, safety and welfare and be mindful of other persons who may be affected by their acts. Employees must co-operate and comply with management instructions regarding Health and Safety issues and report all accidents, incidents and problems as soon as practicable to their supervisor, manager or other senior members of staff available.

Confidentiality

Maintaining confidentiality and preserving the integrity of our work in the Network and Parishes is very important. You will not, except as authorised by the YMIC, or as required by law or your duties, use, divulge or disclose to any person, firm or organisation any information about individuals, parishes or the Network, or other confidential information relating to the organisation, finances, parishes, dealing and affairs of the Network which may come to your knowledge during your employment.

Work Expenses

Reasonable out-of-pocket expenses will be reimbursed.

Cycle to Work Scheme

We are a part of the scheme that enables staff to purchase a cycle and equipment for cycling to work, through a salary sacrifice scheme.

Any Other Duties

A core value of Diocesan staff is collaborative teamwork. The responsibilities outlined above cannot totally encompass or define all tasks which may be required of the postholder, and you may be asked to perform any other duty as directed from time to time.

Privacy Notice

Personal data supplied during the recruitment process will be processed in accordance with UK data protection legislation and Church of England safer recruitment guidance. Further information is available in the [Privacy Notice](#).

OVERVIEW OF YMIC

What?

Youth Ministry in Communion (YMIC) is a pioneering and collaborative youth project within the Church of England. Formed in Easter 2021, this multi-parish youth network was established to test ideas and evaluate an effective working model for youth ministry within sacramental church contexts, where there is a severe lack of existing youth provision. The aim is to enable young people (aged 11-18) to encounter the Christian faith and grow within the love of God.

Why?

Youth ministry in the Church of England faces a significant challenge. The low attendance and engagement among young people within the church is striking, which is exacerbated by a lack of youth workers and resourcing. This challenge is especially apparent in churches within the sacramental tradition, where church decline is faster amongst under 16's than any other generation. For those churches with larger numbers of young people, 71% of these are within evangelical settings, with only 10% within the sacramental tradition. There is, therefore, a continued need for more intensive resourcing of youth ministry within the sacramental tradition.

How?

Attractive Large-Scale Youth Events. The foundation of the project is offering good youth provision. Central to this is the delivery of three annual, large-scale, youth events (Advent, Easter, and Summer) for young people who are regular members of our partner parishes, as well as those with no or limited connection to the church.

These youth events are high-quality, exciting, and engaging, crucially attracting a critical mass of young people, whilst giving a platform to stimulate and encourage local parish youth work. These events have grown in popularity and now attract 100+ teenagers per gathering.

Residentials Our residentials complement the large-scale events by providing a context in which to deepen relationships and faith over an extended period, as well as offering new life-experiences. These have been hosted at outdoor activity centres across the country, as well as Taizé in France. Last year's October residential was attended by 45 young people.

Local Development Alongside these gathered provisions, we support, encourage, and equip partner parishes in developing their local youth ministry. A central aspect of the project is employing part-time youth workers to be placed within partner parishes.

Support Network/ Learning Community We have developed a support network for clergy and laity involved in youth work. This provides a space for people to gather in person and join remotely to share, support, and pray for one another, whilst being equipped with training, skills, resources, and confidence to offer good youth ministry in their context.

LIFE AT ALL SAINTS, FULHAM

About All Saints

All Saints is a church thriving and growing in the liberal catholic tradition of the Church of England. This tradition, the gift of music, a passion for social justice and a longing to reach out with the love of God in our community and beyond, are the hallmarks of our ministry at All Saints. Central to this, there has been a long commitment to and flourishing ministry amongst children and families. This has given birth, over time, to a biweekly playgroup, popular holiday clubs, close links with schools, and a flourishing worshipping community who gather around our Sunday 9:30am Family Service, amongst other things.

Over the last three years, and with the help of the YMIC partnership, we have been able to develop additional work for youth and older young people, in order that there really is something to support people of all ages in their growth in faith and life as disciple at All Saints. The new Network Youth Worker would inherit this strong foundation (detailed further above) and, we pray, further strengthen and build on it for a new season. They will join a great team in the parish, who are committed to this vision and are great fun to work with, working especially closely with our experienced Children and Families' Worker.

Our Wider Priorities

'All Saints All People' have been four words that have guided much of what All Saints has strived to be and do over time, and still do. At present, we are nearing the end of a process to discern the particular values and vision God is giving to us for the next ten years. However, some elements which have emerged from our prayer, consultations and conversations around this include:

- Growing our engagement with missing age-groups, especially late teens and young adults.
- Connecting with other faiths.
- Becoming more outward looking and active in tackling Fulham's considerable social inequalities, and growing our work amongst the vulnerable and socially isolated.
- Increasing points of connection with those who work in or pass through the parish (e.g. commuters, football fans, visitors to Fulham Palace and Bishop's Park).
- Developing discipleship, small group fellowship, and lay ministry.
- Working proactively towards Carbon Net-Zero.

Our Young People

Speaking with our young people about what they would like in a new Youth Worker, they look forward to welcoming someone who is:

- Nice
- Fun
- A positive person
- Interesting
- Chilled out
- Patient
- And, not annoying!

We look forward to hearing from you. In the meantime, please be assured of our prayers for those of you reading this pack and discerning whether God may be calling you to this exciting work with YMIC and All Saints.