

The Baptist Union of Great Britain

Job title:	18 to 35s Development Coordinator
Reports to:	Ministries Team Leader
Direct reports:	None
Location	This role can be based at home or at our offices in Didcot.

Background

BUGB appointed a Young Leaders Development Coordinator (YLDC) in March 2022 with the aim of encouraging and facilitating internships across Baptist settings. They created resources that enable churches to host an intern or run an internship programme, and helped potential interns to find suitable placements. The YLDC also connected interns together to create a sense of belonging to Baptists Together. The post was changed in early 2025 and given a new title of **18 to 35s Development Coordinator** and a broader remit – to enable ministry among and by all those across Baptists Together who are aged 18 to 35.

A. Purpose and context of the role

Our overarching vision is to see an increase in the number of those aged 18 to 35 across Baptists Together who find and follow Jesus and grow into their calling and ministry. By this, we hope to initiate and revitalize churches and other expressions of Baptist life.

The Coordinator’s task, in collaboration with network of others across Baptists Together, is to:

- connect with, network together, and empower 18-35s;
- coordinate all possible pathways into ministry and leadership for our 18-35s;
- build a network of relationships across Baptists Together in order to encourage strategic decision-making that takes account of 18-35s;
- advise our churches, associations, colleges and ministers regarding the development of ministry among and by 18-35s, signposting them to relevant resources; and

The Coordinator should pay particular attention to the inclusion of 18-35s from under-represented groups.

We recognise and acknowledge the call to equip a new generation of leaders, and the person who takes on this role will have a key part to play.

B. Key Responsibilities

1. To encourage and facilitate internships across Baptist churches and associations.

- Promoting internships at every opportunity as a way of developing 18-35s.
- Providing advice, support, connection and training to churches, associations and other groups seeking to host interns or run internship programmes, pointing them to the support and resources available to them through Baptists Together.
- Guiding and signposting 18-35s towards appropriate internship programmes;
- Maintaining Instagram and other social media accounts along with digital and print resources to support the three points above.
- Gathering and networking each year's cohort of interns so that they gain a sense of belonging to a national movement.
- Engaging with external providers of internships to understand and adapt their offering to Baptist 18-35s and to churches and to learn from them.

2. To promote and facilitate leadership development for Baptist 18-35s.

- Developing cohorts and learning communities among Baptist 18-35s.
- Equipping 18-35s to be active missional and pastoral practitioners and leaders in their communities, through personal contacts, relevant events, written and web resources, and social media activity.
- Working with churches, colleges and associations to encourage 18-35s to consider recognized and accredited forms of ministry.
- Working within the Ministries Team to remove barriers to recognition and accreditation for 18-35s, and to ensure a clear connection between different forms of leadership training for 18-35s.
- Identifying individuals with potential to take a trans-local role and encouraging them into regional and national spaces and forums.

3. To provide specialist input to groups across Baptists Together on reaching and developing 18-35s.

- Working with the Young Adults' Round Table to bring the perspective of 18-35s to strategic discussions across Baptists Together.
- Working with the Children, Youth and Families Round Table to sustain the discipleship and development of Baptist young people (11-18) as they head into adulthood.
- Advising and resourcing churches, associations, colleges and ministers on evangelism and discipleship among 18-35s.
- Encouraging those who establish new expressions of church specifically tailored to 18-35s.

4. To bring a Baptist perspective to 18-35s forums outside of Baptists Together, learning from the best practice of other organisations and denominations.

- Developing relationships with national leads for 18-35s in other denominations and

para-church organisations in order to share learning and strategy.

- Engaging with ecumenical and other partners regarding broader initiatives concerning 18-35s, when this serves the vision of Baptists Together.

This role profile is designed to be illustrative rather than exhaustive. The Baptist Union may add to the responsibilities of the 18 to 35s Coordinator any tasks or activities that they see as relevant and appropriate to the role and will discuss any such additions with the post-holder.

C. Key Events

The Coordinator’s diary will be shaped in part by a number of regular and one-off key events that they will either organise or support, such as:

‘Exploring Calling’ gathering for two days leading into the annual Baptist Assembly
Interns’ gatherings (twice a year online)
Age relevant worship events (once every 6-8 weeks)
18-35s learning community (starting January 2026)
Satellites youth festival (August each year)
Fresh Streams conference (January each year)
‘Everyone Everywhere’ national mission initiative events (timing tba)
Young, Bright and Bold (for young black Baptists) (timing tba)

D. Partners

The Coordinator’s role is strongly relational. They will be required to build good working relationships with a broad range of people and groups in and beyond Baptists Together, insofar as they also are developing ministry for 18-35s. Some of these are as follows, those starred* being key contacts:

Baptists Together organisations

- Young Adults Round Table*
- Children, Youth and Families Round Table
- Regional Associations*
- Baptist Colleges*
- Faith and Society communications and justice teams
- Assembly planning team
- Everyone Everywhere mission initiative*
- Fresh Streams*
- Joint Public Issues Team

Wider Baptist organisations

BMS World Mission*

European Baptist Federation

Baptist World Alliance

Ecumenical and cross-denominational partners

Evangelical Alliance*

London Institute of Contemporary Christianity*

Churches Together England

Open Doors

Operation Mobilisation

Christian Aid

M4 Europe (church planting)

The Send

18-35s', student and internship organisations

Fusion Movement*

Satellites*

South West Youth Ministers (SWYM)*

Time for God*

New Wine discipleship year

PAIS Movement

YWAM

Revive Europe

The Coordinator is supported by a small advisory group. The Young Adults Round Table acts as a wider consultative body. They have three hours a week of administrative support for event planning from the BUGB Ministries Team.

E. Person Attributes and experience

First and foremost, the postholder will be a role model for 18-35s, a person who follows Jesus in community with others, and who exhibits servant leadership in their approach to equipping and developing others. They should be strongly rooted in a local church community.

Experience and Qualifications

- A track record of working alongside young people and 18-35s in their development and discipleship (this includes having a recognised relevant qualification)
- Previous project management experience, including project planning and evaluation of outcomes
- Experience of working directly in a church environment on the development of 18-35s through internships and other means
- A good understanding of diversity, justice and the social context that affects the views and interests of 18-35s, particularly with respect to church leadership
- Ideally, some experience at regional or national level in coordinating activities focused on the development of 18-35s who are considering leadership

We will arrange for an enhanced DBS check and safeguarding training at levels 2 and 3 for the postholder, because of the likelihood of them working with those under the age of 18

Knowledge and Abilities

- Proven networking skills, building strong working relationships and connections – this ability is crucial to success in this role
- Excellent listening and communication skills – able to listen, reflect and share a wide range of perspectives and views
- Able to relate well to young people and 18-35s on an individual and group level.
- Able to demonstrate a structured and robust approach to managing multiple tasks and ensuring key project stages are prioritised and delivered
- IT literate, with a good understanding of how to use online and social media platforms to inform and connect with young people and 18-35s
- Able to present information clearly and persuasively to a wide range of different stakeholders

Personal Qualities

- A passion for growing and developing work among and by 18-35s across our Baptist family, especially recognising and supporting those from under-represented groups or whose voices are often unheard in our Baptist life together.
- Creative and innovative, looking for new ways to include 18-35s in Baptist life
- A commitment to developing and delivering sustainable models and frameworks that

fit with the needs of our churches and wider movement

- A confident and calm approach to work, even when under pressure
- Ability to multi-task in a busy and varied work environment
- Excellent interpersonal and organisation skills, including excellent time management

Occupational requirement

The Baptist Union of Great Britain is a denominational body for more than 1800 churches, associations and colleges across England and Wales. It is an occupational requirement that the postholder of this role is a committed Christian.

F. Salary and practical arrangements

This role is offered on a full-time basis (35 hours per week). You may choose to work mostly at home or at our Didcot office – whichever is more effective for you. Many of our staff split their work between home and office working, fitting around the specific needs of their job role. We would be happy to discuss the possibility of a hybrid working arrangement.

We are able to consider flexible working if required – for example, a 4-day working week or a shorter working day. Travel will be required across England and Wales, although many of our meetings and events take place online. We expect that you will be willing to do some work at weekends and in the evenings.

If you know of someone else who is adequately experienced and skilled, and with whom you could job share, we will consider a joint application.

The salary for the role is in the range of £28,000-£30,000 depending on demonstrable relevant skills and experience.

We also offer a range of staff benefits including:

- 22 days holiday entitlement, plus 8 bank holidays and up to 6 extra discretionary days during the year
- A contributory pension scheme, which includes life assurance cover and income protection insurance in case of long-term ill health
- An electric car leasing scheme through salary exchange
- A voluntary benefits package (Perkbox) that gives discounts for a wide range of everyday expenditure (e.g. supermarkets, high street retailers, restaurants, cinema tickets).
- Free car parking at our Didcot offices

G. Culture and Working Style at BUGB

Across our Union our culture and working style is still developing, and can be best described in the following words:

Our vision as a movement is “to grow healthy churches in relationship for God’s mission.”

The Baptist Union of Great Britain is committed to intentionally developing a culture where we...

- **Seek to be a movement of Spirit led communities.** As those who have encountered the living Christ, to intentionally seek his will and purpose for our local churches and every expression of our shared life. (Galatians 5:22-25)
- **Feel like one team** – celebrating diversity; valuing, respecting and trusting each other as we work together in partnerships - making sure everyone feels included and listened to. (I Corinthians 12:24b-27)
- **Embrace adventure** – being serious about discipleship, willing to take risks, pioneer and move out of the comfort zone of familiar ways of doing things. (Matthew 28:18-20)
- **Inspire others** – with a generosity of spirit, energise and motivate people to be all that God created them to be. (Ephesians 5:1 & 2)
- **Share a Hunger for God’s coming Kingdom** – nurturing a “holy discontent” that arises from our desire to give practical expression to our vision of God’s purpose for creation - confronting evil, injustice and hypocrisy and challenging worldly attitudes to power, wealth, status and security both within and beyond our Union. (Matthew 6:9 & 10)

We expect all staff working as part of the national specialist teams to model high standards of professional and personal behaviour, and to work in ways that demonstrate our values to those we work with and support.