

# NextGen

## MINISTRIES

### **JOB TITLE:** Next Gen Director

**Location:** Centrepoint Church Bathgate, Scotland

**Reports to:** Outreach Director / Bathgate Director

**Hours:** Full-time, 37.5 hours per week (including Sunday mornings)

**Salary:** £28,000–£32,000 MPD per annum (depending on experience)

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### **Overview**

Centrepoint Church is a growing and vibrant community in Bathgate, Scotland, with a mission to love God, love people, and make disciples. The children and youth ministry is central to this mission—shaping the spiritual development of the next generation and supporting families across our multicultural church community.

The ministry currently comprises four age-specific divisions:

- **Crèche** (6 months–3 years)
- **Kids Jr.** (Pre-school–P2)
- **Kids Church** (P3–P7)
- **Youth** (S1–S6)

We are seeking a passionate, dedicated, and faith-filled **Next Gen Director** to lead this vital ministry. This full-time role presents an exciting opportunity to develop a dynamic, nurturing, and Christ-centred environment where children and young people can grow in their relationship with God, establish a strong foundation in biblical truth, and become actively involved in church life.

As this is a newly established position, the Director will be responsible for the overall leadership of the Next Gen ministries, including programme development, volunteer management, and curriculum planning. The role builds upon our vision to raise up the next generation of godly, Spirit-filled leaders and disciple-makers for the nations.

Through cultivating strong relationships with children, families, and volunteers, the Director will help foster a ministry that is vibrant, welcoming, and transformative—modelling servant leadership and encouraging a culture of collaboration.

**Please note:** This is an **MPD (Ministry Partner Development)** staff position. MPD staff are employed as deputised fundraisers who build partnership teams to financially support their ministry. Training will be provided in the principles and practices of building and maintaining a partnership team. For more information visit: <https://www.europempd.org/>



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### **Key Responsibilities**

#### **Leadership and Team Management**

- Recruit, train, and equip a team of committed volunteers for all children's and youth ministries.
- Provide oversight and support for voluntary leaders across the Crèche, Kids Jr., Kids Church, and Youth ministries.
- Foster a collaborative and encouraging team culture through regular meetings and training opportunities.
- Promote shared ownership of the ministry's vision, empowering volunteers to contribute meaningfully and take initiative.

#### **Programme Management**

- Plan and lead engaging, biblically grounded programmes for each age group, aligned with the church's mission and values.
- Organise and oversee key annual events such as the Holiday Club and Christmas Eve Carol Service.
- Steward the departmental budget (~ £8,000 per annum) to maximise effectiveness and ministry impact.
- Uphold safeguarding standards, ensuring a safe, secure, and compliant environment for all children and youth.

#### **Collaboration and Communication**

- Work closely with the Senior Pastor to ensure alignment of ministry content with the overall church vision.
- Collaborate with the Community Outreach Director on initiatives that connect with children and families in the wider community.
- Maintain clear, proactive communication with parents—affirming their role as the primary spiritual influencers in their homes.
- Participate in weekly staff and leadership meetings to support coordination across ministries.
- Champion the ministry by celebrating milestones and cultivating a culture of joy, gratitude, and spiritual momentum.

#### **Spiritual Growth and Discipleship**

- Create a Christ-centred culture where children and young people are encouraged to grow spiritually and understand biblical truth.
- Support key spiritual milestones such as decisions of faith, water baptism, and the transition from Creche through to Youth Ministry.
- Develop a clear discipleship pathway to guide children and youth into lifelong faith and mission.
- Lead with a heart of worship—helping volunteers and children see their ministry as an offering to God.



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### Qualifications

#### Essential

- A bachelor's degree. Education or Theology preferred.
- Fluent in English.
- Experience teaching children in a multicultural setting.
- Demonstrated leadership experience in children's or youth ministry.
- Proven ability to recruit, lead, and develop volunteer teams.
- A strong, personal relationship with Jesus Christ, evidenced by a life of prayer and Christlike character.
- Experience managing budgets and ministry resources.
- Demonstrated competence in teaching and applying the Word of God with clarity and faithfulness to a range of ages including adults.
- Ability to work both independently and as part of a team, with excellent relational and leadership skills.
- Understanding of safeguarding and child protection, with a commitment to best practice.

#### Desirable

- Experience implementing the Every Nation 4Es of Discipleship in a Next Gen setting.
- Completion of L215.
- Training or education in theology, Christian education, or child development.
- Experience designing or implementing biblically based curriculum.
- Creativity and innovation in shaping engaging, age-appropriate programmes.

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### Skills and Attributes

- Warm, relational, and approachable, with a natural ability to connect with children, families, and volunteers.
- Strong communication skills—both written and verbal.
- Highly organised, with the ability to manage multiple responsibilities effectively.
- A genuine love for children and a passion for seeing them grow in their faith.
- Flexible, resilient, and responsive to the dynamic nature of church ministry.
- Teachable, reflective, and open to personal growth and feedback.
- Trustworthy, with a character marked by integrity, humility, and grace.



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### Professional Development

- A commitment to continual learning through conferences, training sessions, and leadership development opportunities.
  - Every Nation School of Ministry & Leadership 215
  - Annual Refuel Leaders Camp (UK)
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### Growth Opportunities

- With Centrepoint Church preparing to move into a new building in 2026, the children's ministry is poised for significant growth—opening opportunities to expand programmes and develop leadership capacity.
  - Access to funding for approved professional development initiatives.
  - The chance to shape the future of children's and youth ministry in a growing, mission-driven church.
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### Compensation and Benefits

**Salary:** £28,000–£32,000 per annum (depending on experience)

**Hours:** 37.5 hours per week

**Benefits include:**

- Flexible working hours outside of required days.
  - Funding for approved conferences and training.
  - Opportunity to work within a high-capacity, supportive staff team.
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### Application Process

To apply for the position of **Next Gen Director**, please submit the following:

1. **CV:** Including education, experience, and relevant ministry background.
2. **Three References:**
  - One professional (e.g. former employer or line manager)
  - One personal (someone who has known you for at least five years)
  - One spiritual (e.g. pastor, elder, or church leader)
3. **Statement of Faith:** A brief reflection on your personal journey of faith and core theological beliefs.



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### Submission Details

**Deadline:** Applications must be received by **30th September 2025**.

**How to Submit:** Request an application pack from the link on the [Centrepoint Church Vacancies page](#) and submit your application and CV in the link provided.

We look forward to prayerfully considering your application as we seek the right person to join our team and help advance the mission of Centrepoint Church.

