

A group of seven people, including three adults and four young people, are standing in front of a blue banner. The banner features the "THE ALBAN WAY" logo, which consists of a white sunburst icon and the text "THE ALBAN WAY". Below the banner, the text "Alban Way Pastoral Lead" is overlaid in a large, white, sans-serif font. The group is standing on a grey carpeted floor in front of a brick wall.

Alban Way Pastoral Lead

Appointment Pack
Spring 2026



Thank you for your interest in the role of Pastoral Lead for the Alban Way.

This is an important role, supporting the participants through a specific project within our Growing Younger and More Diverse programme.

We are looking for someone with experience of supporting young adults who will contribute to the work of the team in planning and implementing our Alban Way project and other events. The programme's work is externally funded by the national church, and this role is therefore offered initially as a fixed term, 18 month contract, on a part time (0.4) basis.

Are you passionate about spiritual formation and discipleship? Do you believe that its people are the future of the church? If so, this is the role for you.

If this could be you, we would be delighted to receive your application. If you would like an informal conversation to help you in considering your application please contact the Alban Way Project Lead, Rachel Drury, via [Email](#) to arrange this.

We look forward to hearing from you!

A handwritten signature in dark ink, appearing to read 'David White'. The signature is fluid and cursive.

David White
Diocesan Secretary

The Mission and Ministry Team

The Mission and Ministry Department covers a significant and broad spectrum of work encouraging, enabling and resourcing discipleship and vocations, a vibrant mixed ecology of church, clergy wellbeing and development, lay training and local contextual mission action plans. In all of this we are working to enable people in every place in the diocese to glimpse the good news of Jesus and be released and empowered in their discipleship and calling.

The team are led by Tim Lomax as Director of Mission and Ministry.

The department is organised into three key teams:

1. Flourishing Churches Team – Led by Kate Lomax, Church Growth Officer
2. Ministry Development Team – Led by Mark Rodel, Deputy Director of Mission and Ministry
3. Growing Younger and More Diverse Team – Led by Daniel Drew, Assistant Director of Mission and Ministry (GYMD)

All our teams work collaboratively and are governed by the Board for Mission and Ministry.

This role is to provide pastoral leadership, safeguarding oversight and relational support to young adults participating in The Alban Way, particularly those with complex pastoral, emotional or safeguarding needs. It sits within the Growing Younger and More Diverse Team, which has significant and crucial overlap and interaction with the other three teams within the department, as well as staff within the wider diocese.

Job Description

Job Title:	Alban Way Pastoral Lead
Department:	Mission and Ministry
Line Manager:	The Alban Way Project Lead
Reviewed By:	Assistant Director of Mission & Ministry
Date:	Spring 2026

Job Profile

Purpose of the Role – This role is to provide pastoral leadership, safeguarding oversight and relational support to young adults participating in The Alban Way, particularly those with complex pastoral, emotional or safeguarding needs. The role holder will play a key part in ensuring that the young adults programme is delivered in a safe and engaging way and the participants feel well supported and able to flourish.

Decision Making and Authority – The role holder will have authority to deliver and promote the work of The Alban Way and manage specific projects overseen by The Alban Way Project Lead.

Guidance and Direction – The role is largely proactive, but receives regular guidance for work requested from their line manager. Scope is given for the role holder to offer suggestions and developmental improvements.

Key Relationships and Context – The role holder will work closely with all members of the Growing Younger and More Diverse team and more widely with staff from the Mission and Ministry department. They will also build strong, collaborative relationships with other leaders involved in The Alban Way, as well as with the young adults participating in the programme.

Pressure and Working Environment – The role will be hybrid in nature, combining desk-based preparation, either within the offices at Holywell Lodge or remotely, with in-person work with the young adults. The successful candidate will need to be willing and able to travel around the diocese. The role will involve some evening and weekend working, for which time off in lieu will be given.

Duties and Key Responsibilities

- Provide pastoral oversight and direct pastoral support to young adults participating in The Alban Way, with particular attention to those with complex needs.
- Offer mentoring, coaching and reflective listening, supporting participants in their spiritual, emotional and vocational formation.
- Alongside the rest of the team, plan and deliver The Alban Way, taking particular responsibility for organising residentials and pilgrimage experiences, ensuring pastoral safety, wellbeing and good practice and that they are delivered within budget.
- Work closely with the Alban Way leadership team to ensure that appropriate boundaries, referral pathways and support plans are in place for participants where needed.
- Support, coordinate and pastorally supervise volunteers and leaders involved in The Alban Way and help ensure volunteers feel confident, supported and well-resourced, particularly when engaging with complex pastoral situations.
- Take a proactive role in recognising, responding to and escalating safeguarding concerns, working closely with diocesan safeguarding colleagues.
- Contribute to a culture of best safeguarding practice and support volunteers and leaders in navigating complex safeguarding situations, offering guidance, reflection and reassurance within diocesan policy.
- Contribute to the ongoing development and shaping of the programme, particularly around wellbeing, pastoral care and participant support.
- Develop and maintain relationships with participants incumbents in order to ensure continued and integrated support for participants.
- Develop and implement a follow-up programme and ongoing support for participants to opt into after they have completed The Alban Way.
- Support retreats, events and conferences connected to the Mission and Ministry department as appropriate.
- Represent the department at diocesan events, as agreed.
- Engage with relevant national events e.g. Satellites or NYMW as agreed with line manager.
- Undertake any other reasonable duties, as requested by your line manager.

Diocesan Policies

- To be aware of and adhere to diocesan policies and protocols including, but not limited to, the areas of
 - Safeguarding
 - Data Protection and GDPR
 - Sexual Harassment Prevention
 - Environment
 - Net Zero Carbon
 - Racial Justice
- To commit to undertake training and engage with information and instruction in respect of the diocesan policies and protocols referred to above.

Person Specification

Experience and Skills –

- Education to A level or above, (or relevant equivalent experience)
- Significant experience of pastoral care, mentoring or accompaniment, particularly with young adults.
- A recognised coaching qualification, counselling training, or equivalent professional formation (desirable or near-equivalent experience).
- Training or experience in spiritual direction, deep mentoring or reflective practice in order to support people to flourish (desirable, or a willingness to undertake training).
- Demonstrable experience of working with individuals with complex emotional, pastoral or safeguarding needs.
- Strong understanding of safeguarding practice, with experience of managing or contributing to complex cases.
- Experience of supporting, supervising or leading volunteers in pastoral or ministry contexts.
- Strong communication skills, both verbal and written, including the ability to handle sensitive conversations well.
- A collaborative leadership style, with confidence to offer challenge, guidance and care.
- Good IT skills, including a thorough working knowledge of Microsoft Office and ability to learn to use the Diocesan Database.
- Organised and reliable, with the ability to manage competing priorities.
- An understanding of formation-based leadership development and a desire to see young adults grow in prayer, resilience and discipleship.
- An understanding of and sympathy with the life and work of the Church of England in St Albans Diocese

The Diocese of St Albans

The Diocese of St Albans consists of the counties of Hertfordshire and Bedfordshire and part of the London Borough of Barnet. The population is approximately 1.8 million, and the total electoral roll number is approximately 32,000. The Bishop of St Albans (role currently in vacancy) has overall responsibility for the Diocese and is assisted by two suffragan bishops, the Bishop of Bedford and the Bishop of Hertford, who in turn are assisted by the Archdeacons of St Albans, Bedford and Hertford. There are twenty deaneries, and the Diocese has 340 parishes, of which about one third are rural, 380 churches and more than 300 clergy (of whom more than 250 are stipendiary). There are 136 Church Schools and Academies in the Diocese.

The Diocesan Synod is the elected decision-making body of the Diocese and the Bishop's Council as the Standing Committee of the Synod has a key role in formulating diocesan policy.

The Diocese of St Albans has a clear vision of Living God's Love with three priorities: Going Deeper into God; Transforming Communities and Making New Disciples, and doing so with: creativity, joy, imagination and courage. The vision flows from God's love for us and is expressed in our love for God and our neighbours. Through *Living God's Love* we are seeking spiritual and numerical growth across our parishes, benefices, schools and chaplaincies.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Holywell Lodge in St Albans. There is a strong Christian ethos within the office, but there is no expectation that all staff will necessarily be practising Christians.

The work of the staff is overseen by three Boards:

The **Board of Finance** is responsible for formulating the diocesan budget, which is currently about £17m, and for managing clergy housing, investments and overseeing parochial trusts, the combined value of which is about £200m. The lead officer of the Board, who has overall responsibility for the staff of the Diocesan Office, is the Diocesan Secretary.

The **Board of Education** is responsible for the 136 church schools and academies in the diocese. Most of these schools and academies are in Bedford Borough, Central Bedfordshire and Hertfordshire, with one in Luton and two in the London Borough of Barnet. This work is led by the Director of Education.

The **Board for Mission and Ministry** is responsible for the development and learning of ministry teams within the Diocese and the mission of the Church in wider society. This work is led by the Director of Mission and Ministry.

Terms and Conditions of Employment

Salary:	A competitive salary in the range £30,000 – £34,000 per annum FTE (pro-rata for this 0.4 role).
Pension:	Enrolment with the Church of England Pensions Board with a competitive employer contribution.
Hours:	This is a part time (0.4) role of 14 hours per week; normal Diocesan Office working hours are Monday to Friday, 9am to 5pm with an hour for lunch. There is a requirement to work flexibly with occasional out of hours commitments, for which time off in lieu is given.
Holidays:	The annual leave entitlement is pro-rata to the full time rate of 26 days per year plus the statutory Bank Holidays and the working days falling between Christmas Eve and the New Year bank holiday.
Term:	This role is initially offered as a fixed term role of 18 months' duration. Following a four months' probationary period, the notice period will be one month.
Place of Work:	The post is based primarily at the Diocesan Office, with some home working. Attendance at the Diocesan Office is expected for a minimum of 50% of your working hours per week.
Ongoing Development:	We are committed to staff development based on an annual review which helps highlight learning and training requirements.
Status:	The successful applicant will need to provide proof of right to work in the UK.

To apply for this post, please complete the Application Form and send this, together with the Recruitment Monitoring Form to the Diocesan Secretary (details below):

Closing date: **Friday 29 May 2026, 12 noon**
Interviews: **Monday 8, or Tuesday 9 June 2026, in St Albans**

Submit via email (preferred): HR@stalbandsdiocese.org

or by post to: David White, Diocesan Secretary, Diocese of St Albans, Holywell Lodge,
41 Holywell Hill, St Albans, AL1 1HE

References may be taken up before interview. Please indicate clearly if anyone may not be approached at this stage.