

Role Description &
Application Process

Youth Pastor



ST LUKE'S
COLLEGE



Join our learning community *in Bedfordview*

Purpose-Driven Education

Help us shape thriving and impactful lives

At St Luke's we have more than good intentions. we have a bold, crystal clear vision for the future. We want nothing less than for every child, teacher and family to thrive - in the fullest sense of the word. We are seeking a team of world-changers to join us as we roll up our sleeves; as we journey beyond the ordinary. We are seeking people who will do what is needed and who will do what works, blending the tried and trusted with the new and promising, as we shape a generation for impact.

We build thriving and impactful lives through:

Contribution: We help every young person to discover their calling. We equip students with skills to make an impact in a 21st century world, and we teach and live a worldview that brings coherence, meaning and hope to existence.

Connection: We prioritise the development of social and emotional competencies, equipping students to build and maintain deep and authentic relationships with self and others.

Potential: We couple high expectations, high support and proven practices to help every student grow into their incredible, full potential.

Habits: We intentionally foster self-discipline and build habits that lead to a balanced, resilient life.





Job *description*

Introduction

St Luke's College is part of Thrive.Ed's family of independent schools. You can think of it as St Luke's, a Thrive.Ed school. Our Bedfordview campus is located at 19 St Georges Road, Bedfordview, Germiston. St Luke's College carries forward the legacy of the former Bishop Bavin School, now under new ownership as part of the ThriveEd group, and with a renewed vision for the future. Our historic campus has been reimagined as a dynamic, purpose-driven learning community, where students are encouraged to strive for excellence in all aspects of life. We make private education more accessible to families seeking both academic rigor and faith-based values. Our students enjoy world-class facilities and a rich experience at affordable fees.

We are seeking a capable, passionate Youth Pastor with exceptional integrity to lead the development of a vibrant and spiritually grounded youth ministry — building a culture of faith, belonging, and purpose, and creating opportunities for young people to grow in Christ, serve others, and thrive.



Job title

Youth Pastor

Objective

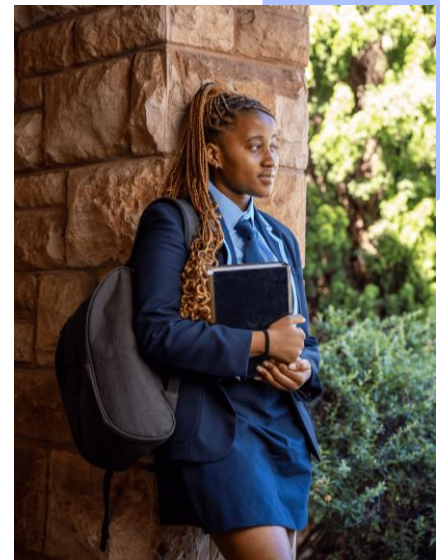
Execute the Board's ministry vision; build a values-driven youth culture where young people thrive through faith, community, discipleship, and strong pastoral support.

Accountable to

Executive Head

Team

Leadership Team



Key result areas

The successful candidate will play a key role in establishing and guiding the school's youth ministry. They can expect to dedicate most of their time to building a vibrant and inclusive youth culture within the broader faith community — while also establishing a comprehensive pastoral support program and building the school's religious offering from the ground up.

STRATEGY AND EXECUTION

- Lead the development and implementation of the school's youth ministry and religious programme, aligned with the school's values and long-term vision.
- Build the religious life of the school from the ground up, including the design of chapel services, devotional practices, discipleship programs, and service initiatives.
- Cultivate partnerships with churches, ministries, and faith-based organisations to enhance the school's spiritual formation offering and provide diverse opportunities for student engagement.
- Develop a clear, age-appropriate pathway for spiritual growth across the phases of school life, with emphasis on student leadership, faith in action, and character formation.
- Establish measurable goals and feedback systems to assess the impact of spiritual and pastoral initiatives.

OUR LEARNING COMMUNITY

- Foster a Christ-centred culture where students feel known and supported
- Build an inclusive, welcoming youth ministry that supports students from a range of faith backgrounds while clearly modelling Christian belief and practice
- Develop and lead a pastoral support program that strengthens student wellbeing, resilience, and emotional health — in partnership with staff, parents, and counsellors.
- Be present in the daily life of the school — actively mentoring students, engaging with families and staff, and modelling servant leadership in both informal and formal spaces.

Our Parents and Community

- Maintain great relationships with our parents
- Help build robust connections with, and a strong reputation for, the school within the Bedfordview community

THRIVE EDUCATION SUPPORT

- Ensure that the school has effective internal systems, processes, policies and procedures
- Collaborate with the Thrive.ed Education Support team to ensure smooth operations

RESOURCE PLUS

- Oversee the planning and facilitation of youth and spiritual activities, ensuring age-appropriate content, sound theology, and logistical excellence
- Coordinate volunteers, interns, or church partners who may contribute to the ministry and ensure safe, effective, and mission-aligned involvement
- Manage the youth ministry budget responsibly, ensuring strong stewardship of resources and alignment with school priorities
- Select and curate relevant spiritual resources, devotionals, and curricula that reflect the school's theological position and educational goals
- Contribute to long-term planning for spaces, facilities, or events that support faith-based programming on campus



Remuneration

Market related and dependent on strength of the candidate.

Location

19 St Georges Road, Bedfordview, Germiston.

Start Date

January 2026 (some preparation commitments during the fourth term of 2025).

Experience

Our ideal leader:

- Is supportive
- Operates with a strong results orientation
- Seeks multiple perspectives
- Solves problems effectively

Qualifications & Experience

Our ideal candidate will have the following qualifications and experience:

- Minimum requirement is a recognised degree in Theology, Ministry, Religious Education, or a related field; a 4-year post-matric teaching qualification with a strong pastoral or faith-based focus will also be considered
- Excellent reputation for integrity, authenticity, and impact in youth ministry or pastoral leadership
- At least 7 years of experience working with youth in a ministry, school, or church context
- At least 5 years of experience in a senior ministry or leadership role (e.g. youth director, lead pastor, head of department)
- Demonstrated success in building and leading thriving youth ministries or faith formation programs
- Honours degree or theological training at postgraduate level advantageous
- Registered with SACE





How to *apply*

We follow a four-step
appointment process.

01

Share your knowledge, skill and passion by completing our online interview questions at this link: https://forms.office.com/r/XGXBRvG_RAf (interview takes 30 minutes)

02

We carefully review all applications. Successful candidates will receive an email with instructions on how to book an in-person interview within 8 weeks.

03

You may be required to complete work sample tests or psychometric assessments.

04

If successful, you will complete a final interview with the Board of Thrive Ed.

We regret we cannot respond to unsuccessful candidates.

If you have any questions regarding the application process, kindly reach out to us at **apply@thriveed.co**



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